| Schedule and Grade |) | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|--------------------|-----|-------------|---------------|------------------|-------------------|-------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| A02-001 | E6 | \$15.79 | \$16.12 | \$16.47 | \$16.86 | \$17.38 | \$18.01 | \$18.43 | \$19.14 | | \$19.38 | | \$20.17 | |
| A02-002 | 6 | \$15.79 | \$16.12 | \$16.47 | \$16.86 | \$17.38 | \$18.01 | \$18.43 | \$19.14 | | \$19.38 | | \$20.17 | |
| | E7 | \$17.76 | \$18.16 | \$18.55 | \$19.03 | \$19.32 | \$19.90 | \$20.17 | \$20.66 | | \$21.52 | | \$21.85 | |
| A02-003 | E7 | \$17.76 | \$18.16 | \$18.55 | \$19.03 | \$19.32 | \$19.90 | \$20.17 | \$20.66 | | \$21.52 | | \$21.85 | |
| A02-004 | 7 | \$17.76 | \$18.16 | \$18.55 | \$19.03 | \$19.32 | \$19.90 | \$20.17 | \$20.66 | | \$21.52 | | \$21.85 | |
| | E8 | \$18.19 | \$18.67 | \$19.14 | \$19.56 | \$19.90 | \$20.46 | \$21.00 | \$21.52 | | \$22.03 | | \$22.83 | |
| A02-005 | 6 | \$16.08 | \$16.40 | \$16.70 | \$17.07 | \$17.53 | \$18.02 | \$18.43 | \$18.96 | | \$19.56 | | \$20.44 | |
| | 7 | \$16.58 | \$16.96 | \$17.36 | \$17.71 | \$18.02 | \$18.65 | \$19.15 | \$19.74 | | \$20.32 | | \$21.28 | |
| | E8 | \$17.93 | \$18.29 | \$18.65 | \$19.15 | \$19.56 | \$20.06 | \$20.44 | \$21.02 | | \$21.98 | | \$22.60 | |
| A02-006 | 9 | \$19.64 | | \$20.67 | | \$21.70 | | \$22.60 | | \$23.61 | | \$24.60 | | \$25.25 |
| A02-007 | 7 | \$17.76 | \$18.16 | \$18.55 | \$19.03 | \$19.32 | \$19.90 | \$20.17 | \$20.66 | | \$21.52 | | \$21.85 | |
| | 8 | \$18.19 | \$18.67 | \$19.14 | \$19.56 | \$19.90 | \$20.46 | \$21.00 | \$21.52 | | \$22.03 | | \$22.83 | |
| | E9 | \$18.42 | | \$19.38 | | \$20.33 | | \$21.52 | | \$22.61 | | \$23.97 | | \$25.33 |
| A02-008 | 8 | \$17.76 | \$18.16 | \$18.55 | \$19.03 | \$19.32 | \$19.90 | \$20.17 | \$20.66 | | \$21.52 | | \$21.85 | |
| | E9 | \$19.57 | \$19.98 | \$20.40 | \$20.87 | \$21.23 | \$21.84 | \$22.37 | \$22.88 | | \$23.43 | | \$24.24 | |
| A02-009 | 9 | \$19.57 | \$19.98 | \$20.40 | \$21.68 | | \$21.84 | \$22.37 | \$22.88 | | \$23.43 | | \$24.24 | |
| | E10 | \$19.76 | | \$20.40 | \$21.68 | | \$22.88 | | \$24.03 | | \$25.42 | | \$26.67 | |
| A02-010 | 10 | \$20.20 | | \$21.35 | | \$22.49 | | \$23.67 | | \$24.66 | | \$25.52 | | \$26.46 |
| | E11 | \$21.34 | | \$22.49 | | \$23.67 | | \$24.91 | | \$26.21 | | \$27.64 | | \$29.06 |
| A02-011 | 8 | \$17.76 | \$18.16 | \$18.55 | \$19.03 | \$19.32 | \$19.90 | \$20.17 | \$20.66 | | \$21.52 | | \$21.85 | |
| | 9 | \$18.19 | \$18.67 | \$19.14 | \$19.56 | \$19.90 | \$20.46 | \$21.00 | \$21.52 | | \$22.03 | | \$22.83 | |
| | E10 | \$18.42 | | \$19.38 | | \$20.33 | | \$21.52 | | \$22.61 | | \$23.97 | | \$25.33 |
| A02-012 | 9 | \$19.31 | \$19.81 | \$20.31 | \$20.81 | \$21.28 | \$22.39 | \$23.18 | \$24.03 | | | | | |
| | 10 | \$18.39 | | \$19.52 | | \$20.64 | | \$21.65 | | \$22.83 | | \$24.00 | | \$25.25 |

| Schedule and Grade | | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|--------------------|-----|-------------|------------------|------------------|-------------------|-------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | P11 | \$19.90 | | \$21.15 | | \$22.39 | | \$23.61 | | \$24.90 | | \$26.18 | | \$27.33 |
| A02-013 | 9 | \$19.31 | \$19.81 | \$20.31 | \$20.81 | \$21.28 | \$22.39 | \$23.18 | \$24.03 | | | | | |
| | 10 | \$18.65 | | \$19.52 | | \$20.40 | | \$21.65 | | \$22.83 | | \$24.00 | | \$25.33 |
| | P11 | \$20.69 | | \$21.84 | | \$22.98 | | \$24.61 | | \$26.18 | | \$27.86 | | \$29.63 |
| A02-014 | 9 | \$18.19 | \$18.67 | \$19.14 | \$19.56 | \$19.90 | \$20.46 | \$21.00 | \$21.52 | | \$22.03 | | \$22.83 | |
| | E10 | \$18.42 | | \$19.38 | | \$20.33 | | \$21.52 | | \$22.61 | | \$23.97 | | \$25.33 |
| A02-015 | 8 | \$18.19 | \$18.67 | \$19.14 | \$19.56 | \$19.90 | \$20.46 | \$21.00 | \$21.52 | | \$22.03 | | \$22.83 | |
| A02-016 | 10 | \$18.42 | | \$19.38 | | \$20.33 | | \$21.52 | | \$22.61 | | \$23.97 | | \$25.33 |
| | E11 | \$20.70 | | \$21.85 | | \$22.99 | | \$24.24 | | \$25.50 | | \$26.64 | | \$28.11 |
| A02-017 | 9 | \$19.80 | | \$20.87 | | \$21.96 | | \$23.11 | | \$24.12 | | \$24.95 | | \$25.86 |
| | 10 | \$20.81 | | \$21.96 | | \$23.11 | | \$24.31 | | \$25.57 | | \$27.02 | | \$28.43 |
| | E11 | \$23.03 | | \$24.31 | | \$25.57 | | \$27.29 | | \$28.78 | | \$30.55 | | \$32.18 |
| A02-018 | 10 | \$19.81 | | \$20.82 | | \$21.84 | | \$23.18 | | \$24.21 | | \$25.50 | | \$26.86 |
| A02-019 | 10 | \$19.89 | | \$21.02 | | \$22.15 | | \$23.35 | | \$24.40 | | \$25.72 | | \$27.12 |
| | E11 | \$21.43 | | \$22.81 | | \$24.16 | | \$25.46 | | \$26.82 | | \$28.29 | | \$29.74 |
| A02-020 | 11 | \$20.70 | | \$21.85 | | \$22.99 | | \$24.24 | | \$25.50 | | \$26.64 | | \$28.11 |
| A02-021 | 12 | \$20.69 | | \$21.84 | | \$22.98 | | \$24.61 | | \$26.18 | | \$27.86 | | \$29.63 |
| A02-022 | E11 | \$21.43 | | \$22.81 | | \$24.16 | | \$25.46 | | \$26.82 | | \$28.29 | | \$29.74 |
| A02-023 | 12 | \$22.35 | | \$23.61 | | \$24.90 | | \$26.18 | | \$27.62 | | \$29.12 | | \$30.71 |
| A02-024 | 12 | \$22.15 | | \$23.39 | | \$24.61 | | \$26.41 | | \$28.11 | | \$29.94 | | \$31.79 |
| A02-025 | 12 | \$23.65 | | \$25.01 | | \$26.39 | | \$28.18 | | \$29.84 | | \$31.80 | | \$33.65 |
| A02-026 | 13 | \$23.65 | | \$25.01 | | \$26.39 | | \$28.18 | | \$29.84 | | \$31.80 | | \$33.65 |
| A02-027 | 10 | \$19.76 | | \$20.71 | | \$21.68 | | \$22.88 | | \$24.03 | | \$25.42 | | \$26.67 |
| A02-028 | 13 | \$24.97 | | \$26.52 | | \$28.04 | | \$29.68 | | \$31.64 | | \$33.54 | | \$35.83 |
| A02-029 | 7 | \$9.54 | \$9.77 | \$9.99 | \$10.23 | \$10.37 | \$10.69 | \$10.81 | \$11.05 | | \$11.55 | | \$11.71 | |

| Schedule and Grade | • | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-----|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| A02-030 | 9 | \$10.53 | \$10.74 | \$10.94 | \$11.19 | \$11.35 | \$11.71 | \$11.95 | \$12.26 | | \$12.52 | | \$12.96 | |
| A02-031 | 10 | \$15.71 | | \$16.63 | | \$17.55 | | \$18.42 | | \$19.24 | | \$19.88 | | \$20.62 |
| A02-032 | 6 | \$15.79 | \$16.12 | \$16.47 | \$16.86 | \$17.38 | \$18.01 | \$18.43 | \$19.14 | | \$19.38 | | \$20.17 | |
| A02-033 | 10 | \$18.42 | | \$19.38 | | \$20.33 | | \$21.52 | | \$22.61 | | \$23.97 | | \$25.33 |
| | E11 | \$20.70 | | \$21.85 | | \$22.99 | | \$24.24 | | \$25.50 | | \$26.64 | | \$28.11 |
| A02-034 | 10 | \$18.42 | | \$19.38 | | \$20.33 | | \$21.52 | | \$22.61 | | \$23.97 | | \$25.33 |
| A02-035 | 9 | \$19.57 | \$19.98 | \$20.40 | \$20.87 | \$21.23 | \$21.84 | \$22.37 | \$22.88 | | \$23.43 | | \$24.24 | |
| A02-036 | 7 | \$17.86 | | \$18.78 | | \$19.68 | | \$20.53 | | \$21.56 | | \$22.60 | | \$23.64 |
| A02-037 | 9 | \$19.31 | \$19.81 | \$20.31 | \$20.81 | \$21.28 | \$22.39 | \$23.18 | \$24.03 | | | | | |
| | 10 | \$19.89 | | \$21.02 | | \$22.15 | | \$23.35 | | \$24.40 | | \$25.72 | | \$27.12 |
| | P11 | \$21.43 | | \$22.81 | | \$24.16 | | \$25.46 | | \$26.82 | | \$28.29 | | \$29.74 |
| A02-038 | 12 | \$22.15 | | \$23.39 | | \$24.61 | | \$26.41 | | \$28.11 | | \$29.94 | | \$31.79 |
| A31-001 | E5 | \$15.20 | \$15.56 | \$15.92 | \$16.22 | \$16.60 | \$16.98 | \$17.37 | \$17.71 | | \$18.29 | | \$18.79 | |
| A31-002 | 5 | \$16.08 | \$16.40 | \$16.70 | \$17.07 | \$17.53 | \$18.02 | \$18.43 | \$18.96 | | \$19.56 | | \$20.44 | |
| | E6 | \$16.58 | \$16.96 | \$17.36 | \$17.71 | \$18.02 | \$18.65 | \$19.15 | \$19.74 | | \$20.32 | | \$21.28 | |
| A31-003 | E6 | \$16.58 | \$16.96 | \$17.36 | \$17.71 | \$18.02 | \$18.65 | \$19.15 | \$19.74 | | \$20.32 | | \$21.28 | |
| A31-004 | 6 | \$15.85 | \$16.22 | \$16.60 | \$16.98 | \$17.37 | \$17.71 | \$18.11 | \$18.54 | | \$19.36 | | \$19.98 | |
| A31-005 | 6 | \$16.08 | \$16.40 | \$16.70 | \$17.07 | \$17.53 | \$18.02 | \$18.43 | \$18.96 | | \$19.56 | | \$20.44 | |
| | 7 | \$16.58 | \$16.96 | \$17.36 | \$17.71 | \$18.02 | \$18.65 | \$19.15 | \$19.74 | | \$20.32 | | \$21.28 | |
| | E8 | \$17.93 | \$18.29 | \$18.65 | \$19.15 | \$19.56 | \$20.06 | \$20.44 | \$21.02 | | \$21.98 | | \$22.60 | |
| A31-006 | 7 | \$16.58 | \$16.96 | \$17.36 | \$17.71 | \$18.02 | \$18.65 | \$19.15 | \$19.74 | | \$20.32 | | \$21.28 | |
| | E8 | \$17.93 | \$18.29 | \$18.65 | \$19.15 | \$19.56 | \$20.06 | \$20.44 | \$21.02 | | \$21.98 | | \$22.60 | |
| A31-007 | 7 | \$17.93 | \$18.29 | \$18.65 | \$19.15 | \$19.56 | \$20.06 | \$20.44 | \$21.02 | | \$21.98 | | \$22.60 | |
| A31-008 | 8 | \$19.64 | | \$20.67 | | \$21.70 | | \$22.60 | | \$23.61 | | \$24.60 | | \$25.25 |
| A31-009 | 8 | \$17.93 | \$18.29 | \$18.65 | \$19.15 | \$19.56 | \$20.06 | \$20.44 | \$21.02 | | \$21.98 | | \$22.60 | |

| Schedule | | Base | End of |
|-----------|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| and Grade |) | Min | 6 Mos. | 1 Year | 18 Mos. | 2 Years | 30 Mos. | 3 Years | 42 Mos. | 4 Years | 54 Mos. | 5 Years | 66 Mos. | 6 Years |
| | E9 | \$19.64 | | \$20.67 | | \$21.70 | | \$22.60 | | \$23.61 | | \$24.60 | | \$25.25 |
| A31-010 | E9 | \$19.64 | | \$20.67 | | \$21.70 | | \$22.60 | | \$23.61 | | \$24.60 | | \$25.25 |
| A31-011 | 9 | \$19.64 | | \$20.67 | | \$21.70 | | \$22.60 | | \$23.61 | | \$24.60 | | \$25.25 |
| A31-012 | 10 | \$20.16 | | \$21.28 | | \$22.41 | | \$23.61 | | \$24.83 | | \$26.12 | | \$27.54 |
| A31-013 | E10 | \$20.16 | | \$21.28 | | \$22.41 | | \$23.61 | | \$24.83 | | \$26.12 | | \$27.54 |
| A31-014 | 8 | \$17.93 | \$18.29 | \$18.65 | \$19.15 | \$19.56 | \$20.06 | \$20.44 | \$21.02 | | \$21.98 | | \$22.60 | |
| | 9 | \$19.64 | | \$20.67 | | \$21.70 | | \$22.60 | | \$23.61 | | \$24.60 | | \$25.25 |
| | E10 | \$20.16 | | \$21.28 | | \$22.41 | | \$23.61 | | \$24.83 | | \$26.12 | | \$27.54 |
| A31-015 | E8 | \$17.93 | \$18.29 | \$18.65 | \$19.15 | \$19.56 | \$20.06 | \$20.44 | \$21.02 | | \$21.98 | | \$22.60 | |
| A31-016 | 9 | \$19.64 | | \$20.67 | | \$21.70 | | \$22.60 | | \$23.61 | | \$24.60 | | \$25.25 |
| | E10 | \$20.16 | | \$21.28 | | \$22.41 | | \$23.61 | | \$24.83 | | \$26.12 | | \$27.54 |
| A31-017 | E10 | \$19.89 | | \$21.02 | | \$22.15 | | \$23.35 | | \$24.40 | | \$25.72 | | \$27.12 |
| A31-018 | 11 | \$21.43 | | \$22.81 | | \$24.16 | | \$25.46 | | \$26.82 | | \$28.29 | | \$29.74 |
| A31-019 | 11 | \$22.04 | | \$23.35 | | \$24.65 | | \$26.04 | | \$27.51 | | \$29.04 | | \$30.39 |
| A31-020 | 10 | \$17.21 | | \$18.29 | | \$19.36 | | \$20.31 | | \$21.24 | | \$22.36 | | \$23.51 |
| A31-021 | 8 | \$17.21 | | \$18.29 | | \$19.36 | | \$20.31 | | \$21.24 | | \$22.36 | | \$23.51 |
| A31-022 | 9 | \$19.64 | | \$20.67 | | \$21.70 | | \$22.60 | | \$23.61 | | \$24.60 | | \$25.25 |
| | E10 | \$19.89 | | \$21.02 | | \$22.15 | | \$23.35 | | \$24.40 | | \$25.72 | | \$27.12 |
| C12-001 | 8 | \$16.65 | \$17.15 | \$17.64 | \$19.88 | \$20.19 | \$20.88 | \$21.24 | \$21.84 | | \$23.17 | | \$24.43 | |
| | E9 | \$17.29 | \$17.77 | \$18.24 | \$20.55 | \$20.88 | \$21.59 | \$22.16 | \$22.79 | | \$23.82 | | \$25.50 | |
| C12-002 | 9 | \$17.29 | \$17.77 | \$18.24 | \$20.55 | \$20.88 | \$21.59 | \$22.16 | \$22.79 | | \$23.82 | | \$25.50 | |
| | E10 | \$17.91 | \$18.40 | \$18.89 | \$21.24 | | \$22.34 | | \$23.35 | | \$24.94 | | \$27.06 | |
| C12-003 | E10 | \$17.91 | \$18.40 | \$18.89 | \$21.24 | | \$22.34 | | \$23.35 | | \$24.94 | | \$27.06 | |
| C12-004 | 10 | \$15.72 | | \$18.55 | | \$21.39 | | \$22.79 | | \$24.09 | | \$26.00 | | \$28.41 |
| C12-005 | E10 | \$15.72 | | \$18.55 | | \$21.39 | | \$22.79 | | \$24.09 | | \$26.00 | | \$28.41 |

| Schedule and Grade | | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|--------------------|-----|-------------|------------------|------------------|-------------------|-------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| C12-006 | 8 | \$16.65 | \$17.15 | \$17.64 | \$19.88 | \$20.19 | \$20.88 | \$21.24 | \$21.84 | | \$23.17 | | \$24.43 | |
| | 9 | \$17.29 | \$17.77 | \$18.24 | \$20.55 | \$20.88 | \$21.59 | \$22.16 | \$22.79 | | \$23.82 | | \$25.50 | |
| | E10 | \$17.91 | \$18.40 | \$18.89 | \$21.24 | | \$22.34 | | \$23.35 | | \$24.94 | | \$27.06 | |
| E42-001 | 6 | \$16.29 | \$16.65 | \$17.01 | \$17.43 | \$17.83 | \$18.40 | \$18.73 | \$19.14 | | \$19.74 | | \$20.36 | |
| | 7 | \$16.74 | \$17.22 | \$17.71 | \$18.17 | \$18.57 | \$19.00 | \$19.41 | \$20.07 | | \$20.53 | | \$21.21 | |
| | E8 | \$17.79 | \$18.17 | \$18.54 | \$19.00 | \$19.41 | \$19.90 | \$20.36 | \$21.04 | | \$21.64 | | \$22.14 | |
| E42-002 | 8 | \$17.79 | \$18.17 | \$18.54 | \$19.00 | \$19.41 | \$19.90 | \$20.36 | \$21.04 | | \$21.64 | | \$22.14 | |
| | 9 | \$17.41 | | \$18.41 | | \$19.41 | | \$20.36 | | \$21.37 | | \$22.70 | | \$23.80 |
| | E10 | \$18.06 | | \$19.14 | | \$20.21 | | \$21.21 | | \$22.28 | | \$23.44 | | \$24.84 |
| E42-003 | 8 | \$16.74 | \$17.22 | \$17.71 | \$18.11 | \$18.54 | \$19.00 | \$19.41 | \$20.06 | | \$20.46 | | \$21.21 | |
| | 9 | \$17.41 | | \$18.41 | | \$19.41 | | \$20.36 | | \$21.37 | | \$22.70 | | \$23.80 |
| | E10 | \$18.06 | | \$19.14 | | \$20.21 | | \$21.21 | | \$22.28 | | \$23.44 | | \$24.84 |
| E42-004 | 9 | \$19.03 | | \$20.21 | | \$21.38 | | \$22.51 | | \$23.80 | | \$25.00 | | \$26.33 |
| E42-005 | 11 | \$19.03 | | \$20.21 | | \$21.38 | | \$22.51 | | \$23.80 | | \$25.00 | | \$26.33 |
| E42-006 | 6 | \$16.27 | \$16.64 | \$16.99 | \$17.40 | \$17.82 | \$18.36 | \$18.66 | \$19.14 | | \$19.74 | | \$20.32 | |
| | 7 | \$16.74 | \$17.22 | \$17.71 | \$18.11 | \$18.54 | \$19.00 | \$19.41 | \$20.06 | | \$20.46 | | \$21.21 | |
| | E8 | \$17.70 | \$18.11 | \$18.53 | \$19.00 | \$19.41 | \$19.87 | \$20.32 | \$21.02 | | \$21.55 | | \$22.11 | |
| E42-007 | 8 | \$16.74 | \$17.22 | \$17.71 | \$18.11 | \$18.54 | \$19.00 | \$19.41 | \$20.06 | | \$20.46 | | \$21.21 | |
| | 9 | \$16.65 | | \$17.66 | | \$18.66 | | \$19.58 | | \$20.62 | | \$21.88 | | \$22.94 |
| | E10 | \$17.30 | | \$18.39 | | \$19.47 | | \$20.42 | | \$21.47 | | \$22.67 | | \$23.97 |
| E42-008 | E8 | \$16.93 | \$17.37 | \$17.80 | \$18.26 | \$18.66 | \$19.15 | \$19.58 | \$20.28 | | \$20.82 | | \$21.36 | |
| E42-009 | 8 | \$16.93 | \$17.37 | \$17.80 | \$18.26 | \$18.66 | \$19.15 | \$19.58 | \$20.28 | | \$20.82 | | \$21.36 | |
| | 9 | \$16.65 | | \$17.66 | | \$18.66 | | \$19.58 | | \$20.62 | | \$21.88 | | \$22.94 |
| | E10 | \$17.30 | | \$18.39 | | \$19.47 | | \$20.42 | | \$21.47 | | \$22.67 | | \$23.97 |
| E42-010 | 9 | \$16.65 | | \$17.66 | | \$18.66 | | \$19.58 | | \$20.62 | | \$21.88 | | \$22.94 |

| Schedule and Grade | e | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-----|-------------|------------------|------------------|-------------------|-------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | E10 | \$17.30 | | \$18.39 | | \$19.47 | | \$20.42 | | \$21.47 | | \$22.67 | | \$23.97 |
| E42-011 | 9 | \$16.89 | | \$17.66 | | \$18.39 | | \$19.47 | | \$20.42 | | \$21.71 | | \$22.67 |
| | 10 | \$18.53 | | \$19.47 | | \$20.42 | | \$21.71 | | \$22.94 | | \$24.20 | | \$25.54 |
| | P11 | \$20.64 | | \$21.88 | | \$23.11 | | \$24.89 | | \$26.52 | | \$28.26 | | \$30.16 |
| E42-012 | 8 | \$16.93 | \$17.37 | \$17.80 | \$18.26 | \$18.66 | \$19.15 | \$19.58 | \$20.10 | | \$20.82 | | \$21.36 | |
| | 9 | \$16.89 | | \$17.66 | | \$18.39 | | \$19.47 | | \$20.42 | | \$21.71 | | \$22.67 |
| | E10 | \$18.53 | | \$19.47 | | \$20.42 | | \$21.71 | | \$22.94 | | \$24.20 | | \$25.54 |
| E42-013 | 11 | \$18.30 | | \$19.47 | | \$20.64 | | \$21.71 | | \$22.94 | | \$24.20 | | \$25.52 |
| E42-014 | 12 | \$22.26 | | \$23.56 | | \$24.89 | | \$26.75 | | \$28.53 | | \$30.44 | | \$32.45 |
| E42-015 | 9 | \$17.37 | | \$18.39 | | \$19.41 | | \$20.32 | | \$21.36 | | \$22.70 | | \$23.78 |
| E42-016 | 9 | \$18.06 | | \$19.14 | | \$20.21 | | \$21.21 | | \$22.28 | | \$23.44 | | \$24.84 |
| E42-017 | 8 | \$18.05 | \$18.45 | \$18.89 | \$19.32 | \$19.71 | \$20.16 | \$20.62 | \$21.26 | | \$21.78 | | \$22.28 | |
| | 9 | \$17.72 | | \$18.73 | | \$19.71 | | \$20.62 | | \$21.63 | | \$22.86 | | \$23.86 |
| | E10 | \$18.34 | | \$19.44 | | \$20.52 | | \$21.38 | | \$22.46 | | \$23.61 | | \$24.88 |
| E42-018 | 7 | \$16.74 | \$17.22 | \$17.71 | \$18.11 | \$18.54 | \$19.00 | \$19.41 | \$20.06 | | \$20.46 | | \$21.21 | |
| | E8 | \$17.70 | \$18.11 | \$18.53 | \$19.00 | \$19.41 | \$19.87 | \$20.32 | \$21.02 | | \$21.55 | | \$22.11 | |
| H21-001 | 9 | \$18.81 | \$19.39 | \$19.98 | \$20.62 | \$21.22 | \$22.16 | \$22.94 | \$23.78 | | \$25.32 | | \$26.84 | |
| | 10 | \$19.45 | | \$20.62 | | \$21.79 | | \$23.35 | | \$24.44 | | \$25.96 | | \$27.43 |
| | P11 | \$22.51 | | \$23.85 | | \$25.16 | | \$26.64 | | \$28.26 | | \$29.96 | | \$31.70 |
| H21-002 | 9 | \$18.81 | \$19.39 | \$19.98 | \$20.62 | \$21.22 | \$22.16 | \$22.94 | \$23.78 | | \$25.32 | | \$26.84 | |
| | 10 | \$19.80 | | \$21.02 | | \$22.26 | | \$23.83 | | \$24.94 | | \$26.42 | | \$27.96 |
| | P11 | \$22.88 | | \$24.29 | | \$25.65 | | \$27.20 | | \$28.83 | | \$30.51 | | \$32.32 |
| H21-003 | 9 | \$18.81 | \$19.39 | \$19.98 | \$20.62 | \$21.22 | \$22.16 | \$22.94 | \$23.78 | | \$25.32 | | | |
| | 10 | \$18.06 | | \$19.10 | | \$20.16 | | \$21.63 | | \$22.92 | | \$24.24 | | \$25.60 |
| | P11 | \$23.18 | | \$24.67 | | \$26.18 | | \$27.94 | | \$29.66 | | \$31.42 | | \$33.18 |

| Schedule and Grade | e | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|--------------------|-----|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| H21-004 | 9 | \$20.32 | | \$21.63 | | \$22.92 | | \$23.85 | | \$24.94 | | \$26.18 | | \$27.20 |
| | 10 | \$21.08 | | \$22.23 | | \$23.35 | | \$24.67 | | \$25.96 | | \$27.43 | | \$29.06 |
| | P11 | \$23.87 | | \$25.41 | | \$26.96 | | \$28.52 | | \$30.20 | | \$32.03 | | \$33.79 |
| H21-005 | 9 | \$20.32 | | \$21.63 | | \$22.92 | | \$23.85 | | \$24.94 | | \$26.18 | | \$27.20 |
| | 10 | \$21.08 | | \$22.23 | | \$23.35 | | \$24.67 | | \$25.96 | | \$27.43 | | \$29.06 |
| H21-006 | 10 | \$21.08 | | \$22.23 | | \$23.35 | | \$24.67 | | \$25.96 | | \$27.43 | | \$29.06 |
| | P11 | \$23.87 | | \$25.41 | | \$26.96 | | \$28.52 | | \$30.20 | | \$32.03 | | \$33.79 |
| H21-007 | P11 | \$22.51 | | \$23.85 | | \$25.16 | | \$26.64 | | \$28.26 | | \$29.96 | | \$31.70 |
| H21-008 | 9 | \$20.32 | | \$21.63 | | \$22.92 | | \$23.85 | | \$24.94 | | \$26.18 | | \$27.20 |
| | 10 | \$21.08 | | \$22.23 | | \$23.35 | | \$24.67 | | \$25.96 | | \$27.43 | | \$29.06 |
| | P11 | \$23.87 | | \$25.41 | | \$26.96 | | \$28.52 | | \$30.20 | | \$32.03 | | \$33.79 |
| H21-009 | 12 | \$23.64 | | \$25.41 | | \$27.20 | | \$28.82 | | \$30.52 | | \$32.33 | | \$34.47 |
| H21-010 | 12 | \$24.11 | | \$25.92 | | \$27.69 | | \$29.37 | | \$31.11 | | \$32.99 | | \$35.18 |
| H21-011 | 12 | \$24.67 | | \$26.18 | | \$27.68 | | \$29.66 | | \$31.70 | | \$33.58 | | \$35.51 |
| H21-012 | P11 | \$24.67 | | \$26.18 | | \$27.68 | | \$29.66 | | \$31.70 | | \$33.58 | | \$35.51 |
| H21-013 | 12 | \$25.56 | | \$27.20 | | \$28.82 | | \$30.52 | | \$32.33 | | \$34.22 | | \$36.20 |
| H21-014 | 13 | \$25.65 | | \$27.68 | | \$29.66 | | \$31.42 | | \$33.58 | | \$35.51 | | \$37.66 |
| H21-015 | 12 | \$26.21 | | \$27.94 | | \$29.66 | | \$31.70 | | \$33.79 | | \$35.91 | | \$38.09 |
| H21-016 | 13 | \$27.69 | | \$29.42 | | \$31.11 | | \$32.91 | | \$34.87 | | \$36.94 | | \$39.12 |
| H21-017 | 14 | \$27.66 | | \$29.66 | | \$31.70 | | \$34.22 | | \$36.20 | | \$38.41 | | \$40.71 |
| H21-018 | 14 | \$29.31 | | \$31.42 | | \$33.58 | | \$35.51 | | \$37.66 | | \$39.97 | | \$42.34 |
| H21-019 | 15 | \$31.24 | | \$33.58 | | \$35.91 | | \$38.41 | | \$40.71 | | \$43.20 | | \$45.75 |
| H21-020 | 13 | \$28.39 | | \$30.20 | | \$32.03 | | \$34.22 | | \$36.57 | | \$38.82 | | \$41.09 |
| H21-021 | 15 | \$29.84 | | \$32.03 | | \$34.22 | | \$36.94 | | \$39.97 | | \$42.34 | | \$45.03 |
| H21-022 | 10 | \$23.07 | | \$24.34 | | \$25.60 | | \$27.37 | | \$28.56 | | \$30.22 | | \$31.82 |

| Schedule and Grade | e | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-----|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | P11 | \$26.85 | | \$28.41 | | \$29.93 | | \$31.60 | | \$33.38 | | \$35.22 | | \$37.17 |
| H21-023 | 12 | \$28.19 | | \$30.16 | | \$32.14 | | \$33.96 | | \$35.88 | | \$37.94 | | \$40.38 |
| H21-024 | 13 | \$29.99 | | \$32.12 | | \$34.26 | | \$36.21 | | \$38.58 | | \$40.75 | | \$43.08 |
| H21-025 | 14 | \$32.03 | | \$34.26 | | \$36.50 | | \$39.31 | | \$41.49 | | \$43.92 | | \$46.46 |
| H21-026 | 12 | \$23.78 | | \$25.59 | | \$27.46 | | \$29.06 | | \$30.77 | | \$32.64 | | \$34.82 |
| H21-027 | 13 | \$25.96 | | \$27.96 | | \$30.01 | | \$31.72 | | \$33.87 | | \$35.87 | | \$38.01 |
| H21-028 | 12 | \$25.91 | | \$27.46 | | \$29.06 | | \$30.77 | | \$32.64 | | \$34.54 | | \$36.57 |
| H21-029 | 13 | \$27.87 | | \$29.64 | | \$31.41 | | \$33.15 | | \$35.19 | | \$37.32 | | \$39.51 |
| H21-030 | 14 | \$29.56 | | \$31.72 | | \$33.85 | | \$35.88 | | \$38.03 | | \$40.36 | | \$42.72 |
| H21-031 | 15 | \$31.44 | | \$33.86 | | \$36.29 | | \$38.82 | | \$41.08 | | \$43.67 | | \$46.21 |
| H21-032 | 14 | \$27.95 | | \$30.01 | | \$32.03 | | \$34.53 | | \$36.54 | | \$38.84 | | \$41.09 |
| H21-033 | 13 | \$26.31 | | \$28.28 | | \$30.24 | | \$32.04 | | \$34.27 | | \$36.27 | | \$38.43 |
| H21-034 | 14 | \$28.21 | | \$30.24 | | \$32.32 | | \$34.87 | | \$36.93 | | \$39.16 | | \$41.57 |
| H21-035 | 13 | \$26.23 | | \$27.95 | | \$29.66 | | \$31.70 | | \$33.80 | | \$35.94 | | \$38.11 |
| H21-036 | 14 | \$30.26 | | \$32.03 | | \$33.79 | | \$36.20 | | \$38.82 | | \$41.09 | | \$43.65 |
| H21-037 | 13 | \$27.69 | | \$29.42 | | \$31.11 | | \$32.91 | | \$34.87 | | \$36.94 | | \$39.12 |
| H21-038 | 15 | \$31.14 | | \$33.18 | | \$35.24 | | \$37.67 | | \$40.34 | | \$42.76 | | \$45.79 |
| L32-001 | 4 | \$13.27 | \$13.58 | \$13.94 | \$14.27 | \$14.63 | \$15.12 | \$15.47 | \$15.90 | | \$16.58 | | \$17.40 | |
| | E5 | \$14.99 | \$15.36 | \$15.70 | \$16.03 | \$16.52 | \$16.93 | \$17.27 | \$17.70 | | \$18.29 | | \$19.05 | |
| L32-002 | 6 | \$15.57 | \$16.03 | \$16.52 | \$16.93 | \$17.27 | \$17.70 | \$18.11 | \$18.55 | | \$19.48 | | \$20.37 | |
| L32-003 | 6 | \$14.27 | \$14.65 | \$15.05 | \$15.42 | \$15.85 | \$16.22 | \$16.60 | \$17.05 | | \$17.68 | | \$18.30 | |
| | E7 | \$15.48 | \$15.92 | \$16.37 | \$16.84 | \$17.18 | \$17.68 | \$18.11 | \$18.78 | | \$19.28 | | \$20.04 | |
| L32-004 | 6 | \$14.27 | \$14.65 | \$15.05 | \$15.42 | \$15.85 | \$16.22 | \$16.60 | \$17.05 | | \$17.68 | | \$18.30 | |
| | 7 | \$15.48 | \$15.92 | \$16.37 | \$16.84 | \$17.18 | \$17.68 | \$18.11 | \$18.78 | | \$19.28 | | \$20.04 | |
| | E8 | \$17.04 | \$17.53 | \$17.98 | \$18.43 | \$18.78 | \$19.28 | \$19.80 | \$20.32 | | \$21.03 | | \$21.87 | |

| Schedule and Grade | 9 | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-----|-------------|------------------|------------------|-------------------|-------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| L32-005 | 7 | \$14.27 | \$14.65 | \$15.05 | \$15.42 | \$15.85 | \$16.22 | \$16.60 | \$17.05 | | \$17.68 | | \$18.30 | |
| | 8 | \$15.48 | \$15.92 | \$16.37 | \$16.84 | \$17.18 | \$17.68 | \$18.11 | \$18.78 | | \$19.28 | | \$20.04 | |
| | E9 | \$17.04 | \$17.53 | \$17.98 | \$18.43 | \$18.78 | \$19.28 | \$19.80 | \$20.32 | | \$21.03 | | \$21.87 | |
| L32-006 | 8 | \$15.48 | \$15.92 | \$16.37 | \$16.84 | \$17.18 | \$17.68 | \$18.11 | \$18.78 | | \$19.28 | | \$20.04 | |
| | 9 | \$17.04 | \$17.53 | \$17.98 | \$18.43 | \$18.78 | \$19.28 | \$19.80 | \$20.32 | | \$21.03 | | \$21.87 | |
| | E10 | \$18.01 | | \$19.09 | | \$20.17 | | \$21.24 | | \$22.49 | | \$23.60 | | \$25.31 |
| L32-007 | 9 | \$17.04 | \$17.53 | \$17.98 | \$18.43 | \$18.78 | \$19.28 | \$19.80 | \$20.32 | | \$21.03 | | \$21.87 | |
| | 10 | \$18.01 | | \$19.09 | | \$20.17 | | \$21.24 | | \$22.49 | | \$23.60 | | \$25.31 |
| | E11 | \$19.17 | | \$20.50 | | \$21.82 | | \$23.16 | | \$24.47 | | \$25.96 | | \$27.74 |
| L32-008 | E8 | \$17.04 | \$17.53 | \$17.98 | \$18.43 | \$18.78 | \$19.28 | \$19.80 | \$20.32 | | \$21.03 | | \$21.87 | |
| L32-009 | 9 | \$18.01 | | \$19.09 | | \$20.17 | | \$21.24 | | \$22.49 | | \$23.60 | | \$25.31 |
| L32-010 | 10 | \$18.01 | | \$19.09 | | \$20.17 | | \$21.24 | | \$22.49 | | \$23.60 | | \$25.31 |
| L32-011 | E11 | \$18.51 | | \$19.69 | | \$20.85 | | \$21.97 | | \$23.26 | | \$24.55 | | \$26.24 |
| L32-012 | 11 | \$19.17 | | \$20.50 | | \$21.82 | | \$23.16 | | \$24.47 | | \$25.96 | | \$27.74 |
| L32-013 | 12 | \$20.49 | | \$21.82 | | \$23.16 | | \$24.94 | | \$26.98 | | \$28.54 | | \$30.63 |
| L32-014 | E12 | \$20.49 | | \$21.82 | | \$23.16 | | \$24.94 | | \$26.98 | | \$28.54 | | \$30.63 |
| L32-015 | 13 | \$22.81 | | \$24.47 | | \$26.18 | | \$27.99 | | \$29.68 | | \$31.44 | | \$33.62 |
| L32-016 | P11 | \$23.16 | | \$24.94 | | \$26.67 | | \$28.28 | | \$30.01 | | \$31.74 | | \$34.34 |
| L32-017 | 10 | \$19.17 | | \$20.50 | | \$21.82 | | \$23.16 | | \$24.47 | | \$25.96 | | \$27.74 |
| L32-018 | 9 | \$19.19 | | \$20.32 | | \$21.47 | | \$22.73 | | \$24.04 | | \$25.37 | | \$26.99 |
| L32-019 | 8 | \$17.04 | \$17.53 | \$17.98 | \$18.43 | \$18.78 | \$19.28 | \$19.80 | \$20.32 | | \$21.03 | | \$21.87 | |
| L32-020 | 9 | \$20.32 | | \$21.63 | | \$22.92 | | \$23.85 | | \$24.94 | | \$26.18 | | \$27.20 |
| | 10 | \$21.08 | | \$22.23 | | \$23.35 | | \$24.67 | | \$25.96 | | \$27.43 | | \$29.06 |
| | P11 | \$23.16 | | \$24.94 | | \$26.67 | | \$28.28 | | \$30.01 | | \$31.74 | | \$34.34 |
| L32-021 | E7 | \$15.48 | \$15.92 | \$16.37 | \$16.84 | \$17.18 | \$17.68 | \$18.11 | \$18.78 | | \$19.28 | | \$20.04 | |

| Schedule and Grade | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| NERE-001 5 | \$15.31 | \$15.66 | \$16.01 | \$16.39 | \$16.66 | \$17.07 | \$17.29 | \$17.83 | | \$18.44 | | \$18.97 | |
| 6 | \$16.47 | \$16.75 | \$17.07 | \$17.49 | \$17.83 | \$18.34 | \$18.62 | \$18.97 | | \$19.51 | | \$20.10 | |
| E7 | \$17.46 | \$17.83 | \$18.23 | \$18.62 | \$18.97 | \$19.52 | \$19.96 | \$20.55 | | \$21.02 | | \$21.65 | |
| NERE-002 7 | \$17.46 | \$17.83 | \$18.23 | \$18.62 | \$18.97 | \$19.52 | \$19.96 | \$20.55 | | \$21.02 | | \$21.65 | |
| E8 | \$18.43 | \$18.86 | \$19.27 | \$19.69 | \$20.10 | \$20.55 | \$21.02 | \$21.41 | | \$22.15 | | \$22.68 | |
| NERE-003 E8 | \$18.43 | \$18.86 | \$19.27 | \$19.69 | \$20.10 | \$20.55 | \$21.02 | \$21.41 | | \$22.15 | | \$22.68 | |
| NERE-004 8 | \$18.43 | \$18.86 | \$19.27 | \$19.69 | \$20.10 | \$20.55 | \$21.02 | \$21.41 | | \$22.15 | | \$22.68 | |
| NERE-005 8 | \$17.07 | \$17.47 | \$17.84 | \$18.26 | \$18.59 | \$18.95 | \$19.36 | \$19.80 | | \$20.61 | | \$21.23 | |
| | | | | | - | | | | | - | | | |
| NERE-006 9 | \$18.21 | \$18.66 | \$19.08 | \$19.49 | \$19.89 | \$20.36 | \$20.81 | \$21.23 | | \$22.04 | | \$22.60 | |
| NERE-007 10 | \$18.37 | | \$19.49 | | \$20.61 | | \$21.63 | | \$22.60 | | \$23.76 | | \$24.89 |
| NERE-008 11 | \$19.87 | | \$21.04 | | \$22.24 | | \$23.44 | | \$24.65 | | \$26.07 | | \$27.46 |
| NERE-009 12 | \$21.86 | | \$23.07 | | \$24.30 | | \$25.89 | | \$27.46 | | \$29.15 | | \$30.87 |
| NERE-010 9 | \$18.67 | | \$19.74 | | \$20.81 | | \$21.74 | | \$22.82 | | \$23.93 | | \$25.06 |
| NERE-011 10 | \$18.67 | | \$19.74 | | \$20.81 | | \$21.74 | | \$22.82 | | \$23.93 | | \$25.06 |
| NERE-012 E10 | \$18.75 | | \$19.80 | | \$20.85 | | \$21.80 | | \$22.88 | | \$23.98 | | \$25.14 |
| NERE-013 11 | \$19.41 | | \$20.40 | | \$21.38 | | \$22.67 | | \$23.88 | | \$25.37 | | \$26.52 |
| NERE-014 12 | \$20.40 | | \$21.74 | | \$23.07 | | \$24.30 | | \$25.58 | | \$27.02 | | \$28.45 |
| NERE-015 11 | \$20.40 | | \$21.74 | | \$23.07 | | \$24.30 | | \$25.58 | | \$27.02 | | \$28.45 |
| NERE-016 12 | \$21.86 | | \$23.07 | | \$24.30 | | \$25.89 | | \$27.69 | | \$29.19 | | \$31.22 |
| NERE-017 12 | \$21.97 | | \$23.26 | | \$24.55 | | \$25.92 | | \$27.27 | | \$28.52 | | \$30.11 |
| NERE-018 13 | \$23.79 | | \$25.33 | | \$26.87 | | \$28.86 | | \$30.74 | | \$32.82 | | \$34.70 |
| NERE-019 14 | \$25.37 | | \$27.12 | | \$28.86 | | \$30.98 | | \$33.46 | | \$35.62 | | \$38.05 |
| NERE-020 10 | \$19.18 | | \$20.40 | | \$21.63 | | \$22.71 | | \$23.94 | | \$25.25 | | \$26.52 |
| NERE-021 11 | \$20.39 | | \$21.62 | | \$22.83 | | \$23.90 | | \$25.15 | | \$26.45 | | \$27.71 |
| NERE-022 12 | \$22.02 | | \$23.35 | | \$24.67 | | \$26.03 | | \$27.34 | | \$28.73 | | \$29.96 |

| Schedule and Grade | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| NERE-023 11 | \$20.82 | | \$22.14 | | \$23.46 | | \$24.84 | | \$26.12 | | \$27.50 | | \$28.74 |
| NERE-024 12 | \$21.42 | | \$22.89 | | \$24.37 | | \$26.12 | | \$27.77 | | \$29.56 | | \$31.31 |
| NERE-025 12 | \$23.00 | | \$24.55 | | \$26.12 | | \$28.04 | | \$29.89 | | \$31.82 | | \$33.65 |
| NERE-026 13 | \$23.00 | | \$24.55 | | \$26.12 | | \$28.04 | | \$29.89 | | \$31.82 | | \$33.65 |
| NERE-027 13 | \$24.56 | | \$26.31 | | \$28.04 | | \$30.11 | | \$32.44 | | \$34.58 | | \$36.95 |
| NERE-028 14 | \$24.56 | | \$26.31 | | \$28.04 | | \$30.11 | | \$32.44 | | \$34.58 | | \$36.95 |
| NERE-029 12 | \$26.34 | | \$28.23 | | \$30.11 | | \$32.16 | | \$34.31 | | \$36.33 | | \$38.44 |
| NERE-030 13 | \$28.04 | | \$30.11 | | \$32.16 | | \$34.58 | | \$36.95 | | \$39.13 | | \$41.03 |
| NERE-031 14 | \$28.04 | | \$30.11 | | \$32.16 | | \$34.58 | | \$36.95 | | \$39.13 | | \$41.03 |
| NERE-032 8 | \$18.41 | \$18.83 | \$19.25 | \$19.65 | \$20.08 | \$20.53 | \$21.00 | \$21.40 | | \$22.14 | | \$22.71 | |
| E9 | \$18.37 | | \$19.08 | | \$19.78 | | \$20.84 | | \$21.76 | | \$22.99 | | \$23.98 |
| NERE-033 8 | \$18.35 | \$18.79 | \$19.20 | \$19.58 | \$20.04 | \$20.46 | \$20.94 | \$21.37 | | \$22.08 | | \$22.65 | |
| 9 | \$18.33 | | \$19.03 | | \$19.74 | | \$20.81 | | \$21.71 | | \$22.95 | | \$23.93 |
| E10 | \$19.45 | | \$20.40 | | \$21.36 | | \$22.71 | | \$23.94 | | \$25.25 | | \$26.56 |
| NERE-034 10 | \$19.53 | | \$20.46 | | \$21.39 | | \$22.77 | | \$23.98 | | \$25.31 | | \$26.71 |
| NERE-035 11 | \$21.64 | | \$22.89 | | \$24.16 | | \$25.92 | | \$27.50 | | \$29.23 | | \$31.31 |
| NERE-036 12 | \$23.22 | | \$24.55 | | \$25.92 | | \$27.77 | | \$29.56 | | \$31.58 | | \$33.65 |
| NERE-037 14 | \$23.22 | | \$24.55 | | \$25.92 | | \$27.77 | | \$29.56 | | \$31.58 | | \$33.65 |
| NERE-038 13 | \$24.87 | | \$26.31 | | \$27.77 | | \$29.89 | | \$32.16 | | \$34.31 | | \$36.74 |
| NERE-039 15 | \$24.87 | | \$26.31 | | \$27.77 | | \$29.89 | | \$32.16 | | \$34.31 | | \$36.74 |
| NERE-040 7 | \$17.38 | \$17.75 | \$18.11 | \$18.51 | \$18.89 | \$19.44 | \$19.88 | \$20.46 | | \$20.94 | | \$21.63 | |
| NERE-041 10 | \$19.94 | | \$20.85 | | \$21.78 | | \$23.01 | | \$24.27 | | \$25.45 | | \$26.71 |
| NERE-042 9 | \$18.42 | | \$19.27 | | \$20.10 | | \$21.02 | | \$21.97 | | \$23.00 | | \$24.21 |
| NERE-043 10 | \$18.75 | | \$19.80 | | \$20.85 | | \$21.80 | | \$22.88 | | \$23.98 | | \$25.14 |
| NERE-044 7 | \$17.47 | \$17.82 | \$18.19 | \$18.56 | \$18.97 | \$19.51 | \$19.96 | \$20.57 | | \$21.02 | | \$21.68 | |

| Schedule and Grade | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 8 | \$18.43 | \$18.86 | \$19.27 | \$19.69 | \$20.09 | \$20.57 | \$21.02 | \$21.47 | | \$22.16 | | \$22.71 | |
| E9 | \$18.41 | | \$19.10 | | \$19.80 | | \$20.85 | | \$21.78 | | \$23.01 | | \$23.98 |
| NERE-045 12 | \$25.34 | | \$26.63 | | \$27.94 | | \$29.31 | | \$30.62 | | \$31.95 | | \$33.21 |
| NERE-046 13 | \$25.92 | | \$27.37 | | \$28.83 | | \$30.62 | | \$32.28 | | \$33.98 | | \$35.75 |
| NERE-047 14 | \$27.51 | | \$29.07 | | \$30.62 | | \$32.48 | | \$34.27 | | \$36.32 | | \$38.13 |
| NERE-048 15 | \$29.03 | | \$30.74 | | \$32.48 | | \$34.64 | | \$36.89 | | \$39.05 | | \$41.41 |
| NERE-049 16 | \$31.44 | | \$33.47 | | \$35.43 | | \$37.89 | | \$40.48 | | \$42.89 | | \$45.14 |
| NERE-050 17 | \$34.73 | | \$36.89 | | \$39.05 | | \$41.78 | | \$44.83 | | \$46.78 | | \$49.26 |
| NERE-051 9 | \$18.44 | | \$19.49 | | \$20.53 | | \$21.74 | | \$22.88 | | \$24.38 | | \$25.77 |
| NERE-052 10 | \$20.93 | | \$22.13 | | \$23.34 | | \$24.61 | | \$26.02 | | \$27.20 | | \$28.75 |
| NERE-053 11 | \$20.93 | | \$22.13 | | \$23.34 | | \$24.61 | | \$26.02 | | \$27.20 | | \$28.75 |
| NERE-054 12 | \$20.93 | | \$22.13 | | \$23.34 | | \$24.61 | | \$26.02 | | \$27.20 | | \$28.75 |
| NERE-055 11 | \$22.26 | | \$23.56 | | \$24.89 | | \$26.70 | | \$28.46 | | \$30.63 | | \$32.47 |
| NERE-056 13 | \$22.26 | | \$23.56 | | \$24.89 | | \$26.70 | | \$28.46 | | \$30.63 | | \$32.47 |
| NERE-057 12 | \$24.04 | | \$25.50 | | \$26.98 | | \$28.75 | | \$30.97 | | \$33.13 | | \$35.42 |
| NERE-058 14 | \$25.03 | | \$26.55 | | \$28.04 | | \$30.09 | | \$32.10 | | \$34.90 | | \$37.03 |
| NERE-059 13 | \$23.93 | | \$25.29 | | \$26.63 | | \$28.18 | | \$30.07 | | \$31.55 | | \$33.75 |
| NERE-060 14 | \$25.79 | | \$27.67 | | \$29.55 | | \$31.18 | | \$33.05 | | \$35.01 | | \$37.06 |
| NERE-061 15 | \$28.45 | | \$30.41 | | \$32.43 | | \$34.32 | | \$36.40 | | \$38.48 | | \$40.40 |
| NERE-062 8 | \$18.34 | \$18.78 | \$19.19 | \$19.62 | \$20.08 | \$20.55 | \$21.00 | \$21.57 | | \$22.55 | | \$23.11 | |
| NERE-063 8 | \$19.73 | | \$20.84 | | \$21.96 | | \$22.87 | | \$23.97 | | \$25.02 | | \$25.65 |
| NERE-064 10 | \$19.73 | | \$20.84 | | \$21.96 | | \$22.87 | | \$23.97 | | \$25.02 | | \$25.65 |
| NERE-065 9 | \$20.45 | | \$21.57 | | \$22.71 | | \$23.97 | | \$25.29 | | \$26.63 | | \$28.18 |
| NERE-066 10 | \$20.45 | | \$21.57 | | \$22.71 | | \$23.97 | | \$25.29 | | \$26.63 | | \$28.18 |
| NERE-067 11 | \$20.45 | | \$21.57 | | \$22.71 | | \$23.97 | | \$25.29 | | \$26.63 | | \$28.18 |

| Schedule and Grade | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-------------|------------------|------------------|-------------------|-------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| NERE-068 10 | \$22.23 | | \$23.52 | | \$24.86 | | \$26.19 | | \$27.67 | | \$29.19 | | \$30.58 |
| NERE-069 11 | \$22.23 | | \$23.52 | | \$24.86 | | \$26.19 | | \$27.67 | | \$29.19 | | \$30.58 |
| NERE-070 12 | \$22.23 | | \$23.52 | | \$24.86 | | \$26.19 | | \$27.67 | | \$29.19 | | \$30.58 |
| NERE-071 11 | \$23.40 | | \$25.02 | | \$26.63 | | \$28.18 | | \$29.74 | | \$31.18 | | \$33.05 |
| NERE-072 12 | \$23.40 | | \$25.02 | | \$26.63 | | \$28.18 | | \$29.74 | | \$31.18 | | \$33.05 |
| NERE-073 13 | \$23.40 | | \$25.02 | | \$26.63 | | \$28.18 | | \$29.74 | | \$31.18 | | \$33.05 |
| NERE-074 13 | \$26.56 | | \$28.18 | | \$29.74 | | \$31.55 | | \$33.75 | | \$35.71 | | \$37.76 |
| NERE-075 14 | \$26.56 | | \$28.18 | | \$29.74 | | \$31.55 | | \$33.75 | | \$35.71 | | \$37.76 |
| NERE-076 13 | \$25.20 | | \$26.71 | | \$28.26 | | \$30.00 | | \$31.67 | | \$33.58 | | \$35.57 |
| 14 | \$29.54 | | \$31.41 | | \$33.30 | | \$35.57 | | \$37.97 | | \$40.38 | | \$42.72 |
| P15 | \$32.91 | | \$35.25 | | \$37.58 | | \$39.95 | | \$42.26 | | \$44.83 | | \$47.42 |
| NERE-077 16 | \$38.65 | | \$41.14 | | \$43.62 | | \$46.20 | | \$48.36 | | \$51.31 | | \$53.85 |
| NERE-078 17 | \$41.81 | | \$44.43 | | \$47.05 | | \$49.38 | | \$52.35 | | \$54.87 | | \$57.56 |
| NERE-079 18 | \$44.75 | | \$47.52 | | \$50.34 | | \$53.37 | | \$55.94 | | \$58.64 | | \$61.57 |
| NERE-080 13 | \$24.84 | | \$26.33 | | \$27.84 | | \$29.48 | | \$31.42 | | \$33.30 | | \$35.57 |
| NERE-081 14 | \$26.19 | | \$28.06 | | \$29.98 | | \$32.31 | | \$34.29 | | \$36.34 | | \$38.40 |
| NERE-082 15 | \$28.41 | | \$30.56 | | \$32.68 | | \$34.88 | | \$37.67 | | \$39.96 | | \$42.26 |
| NERE-083 13 | \$25.57 | | \$27.44 | | \$29.33 | | \$31.38 | | \$33.53 | | \$35.47 | | \$37.59 |
| NERE-084 14 | \$27.24 | | \$29.33 | | \$31.38 | | \$33.76 | | \$36.13 | | \$38.34 | | \$40.25 |
| NERE-085 15 | \$29.50 | | \$31.63 | | \$33.76 | | \$36.49 | | \$39.54 | | \$41.48 | | \$43.97 |
| NERE-086 7 | \$17.93 | \$18.29 | \$18.65 | \$19.15 | \$19.56 | \$20.06 | \$20.44 | \$21.02 | | \$21.98 | | \$22.60 | |
| NERE-087 7 | \$17.68 | | \$18.78 | | \$19.87 | | \$20.82 | | \$21.76 | | \$22.88 | | \$24.04 |
| NERE-088 10 | \$17.68 | | \$18.78 | | \$19.87 | | \$20.82 | | \$21.76 | | \$22.88 | | \$24.04 |
| NERE-089 9 | \$17.68 | | \$18.78 | | \$19.87 | | \$20.82 | | \$21.76 | | \$22.88 | | \$24.04 |
| NERE-090 10 | \$19.17 | | \$20.31 | | \$21.47 | | \$22.66 | | \$23.85 | | \$25.29 | | \$26.63 |

| Schedule and Grade | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| NERE-091 11 | \$19.17 | | \$20.31 | | \$21.47 | | \$22.66 | | \$23.85 | | \$25.29 | | \$26.63 |
| NERE-092 12 | \$20.98 | | \$22.24 | | \$23.46 | | \$25.02 | | \$26.63 | | \$28.34 | | \$30.04 |
| NERE-093 11 | \$20.98 | | \$22.24 | | \$23.46 | | \$25.02 | | \$26.63 | | \$28.34 | | \$30.04 |
| NERE-094 13 | \$24.02 | | \$25.46 | | \$26.90 | | \$28.93 | | \$31.18 | | \$33.38 | | \$35.27 |
| NERE-095 12 | \$24.02 | | \$25.46 | | \$26.90 | | \$28.93 | | \$31.18 | | \$33.38 | | \$35.27 |
| NERE-096 E11 | \$21.93 | | \$23.15 | | \$24.37 | | \$25.55 | | \$26.87 | | \$28.04 | | \$29.56 |
| NERE-097 13 | \$27.81 | | \$29.42 | | \$30.96 | | \$32.88 | | \$34.67 | | \$36.53 | | \$38.49 |
| NERE-098 12 | \$21.20 | | \$22.48 | | \$23.79 | | \$25.50 | | \$27.44 | | \$29.06 | | \$30.87 |
| NERE-099 10 | \$19.83 | | \$21.15 | | \$22.48 | | \$23.79 | | \$25.04 | | \$26.45 | | \$27.92 |
| NERE-100 11 | \$21.20 | | \$22.48 | | \$23.79 | | \$25.50 | | \$27.44 | | \$29.06 | | \$30.73 |
| NERE-101 12 | \$21.20 | | \$22.48 | | \$23.79 | | \$25.50 | | \$27.44 | | \$29.06 | | \$30.73 |
| NERE-102 13 | \$23.41 | | \$25.04 | | \$26.66 | | \$28.46 | | \$30.15 | | \$31.98 | | \$33.76 |
| NERE-103 13 | \$26.04 | | \$27.98 | | \$29.96 | | \$31.65 | | \$33.81 | | \$35.84 | | \$37.94 |
| NERE-104 14 | \$27.89 | | \$29.96 | | \$31.98 | | \$34.49 | | \$36.47 | | \$38.72 | | \$41.06 |
| NERE-105 15 | \$30.02 | | \$32.26 | | \$34.49 | | \$37.26 | | \$40.34 | | \$42.70 | | \$45.41 |
| NERE-106 12 | \$23.83 | | \$25.50 | | \$27.20 | | \$28.75 | | \$30.45 | | \$32.26 | | \$34.41 |
| NERE-107 13 | \$25.72 | | \$27.68 | | \$29.62 | | \$31.38 | | \$33.53 | | \$35.47 | | \$37.59 |
| NERE-108 14 | \$27.63 | | \$29.62 | | \$31.63 | | \$34.16 | | \$36.13 | | \$38.34 | | \$40.67 |
| NERE-109 15 | \$29.80 | | \$31.98 | | \$34.16 | | \$36.90 | | \$39.92 | | \$42.31 | | \$44.96 |
| NERE-110 15 | \$33.42 | | \$35.87 | | \$38.34 | | \$41.07 | | \$43.97 | | \$46.51 | | \$49.36 |
| NERE-111 13 | \$30.02 | | \$32.12 | | \$34.23 | | \$36.16 | | \$38.52 | | \$40.71 | | \$43.03 |
| NERE-112 14 | \$32.01 | | \$34.23 | | \$36.45 | | \$39.25 | | \$41.41 | | \$43.85 | | \$46.38 |
| NERE-113 14 | \$28.16 | | \$30.18 | | \$32.22 | | \$34.82 | | \$36.89 | | \$39.10 | | \$41.48 |
| NERE-114 15 | \$30.29 | | \$32.56 | | \$34.82 | | \$37.59 | | \$40.67 | | \$43.10 | | \$45.86 |
| NERE-115 12 | \$25.62 | | \$27.20 | | \$28.75 | | \$30.45 | | \$32.26 | | \$34.16 | | \$36.14 |

| Schedule and Grade | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| NERE-116 13 | \$27.57 | | \$29.33 | | \$31.06 | | \$32.88 | | \$34.82 | | \$36.90 | | \$39.09 |
| NERE-117 14 | \$29.22 | | \$31.38 | | \$33.53 | | \$35.47 | | \$37.59 | | \$39.92 | | \$42.31 |
| NERE-118 15 | \$31.18 | | \$33.53 | | \$35.87 | | \$38.34 | | \$40.67 | | \$43.11 | | \$45.74 |
| NERE-119 12 | \$26.21 | | \$27.92 | | \$29.62 | | \$31.63 | | \$33.76 | | \$35.87 | | \$38.04 |
| NERE-120 13 | \$28.29 | | \$30.15 | | \$31.98 | | \$34.16 | | \$36.49 | | \$38.72 | | \$41.07 |
| NERE-121 14 | \$30.21 | | \$31.98 | | \$33.76 | | \$36.13 | | \$38.72 | | \$41.07 | | \$43.59 |
| NERE-122 15 | \$31.14 | | \$33.14 | | \$35.15 | | \$37.59 | | \$40.25 | | \$42.69 | | \$45.74 |
| NERE-123 13 | \$25.12 | | \$26.65 | | \$28.21 | | \$29.90 | | \$31.82 | | \$33.69 | | \$36.06 |
| NERE-124 14 | \$26.44 | | \$28.41 | | \$30.32 | | \$32.78 | | \$34.78 | | \$36.82 | | \$38.91 |
| NERE-125 15 | \$28.85 | | \$30.97 | | \$33.09 | | \$35.41 | | \$38.27 | | \$40.48 | | \$42.82 |
| NERE-126 16 | \$30.77 | | \$33.09 | | \$35.41 | | \$38.27 | | \$40.89 | | \$43.71 | | \$46.27 |
| NERE-127 11 | \$19.95 | | \$21.03 | | \$22.12 | | \$23.50 | | \$26.06 | | \$28.19 | | \$29.08 |
| NERE-128 11 | \$21.81 | | \$23.00 | | \$24.20 | | \$25.53 | | \$27.22 | | \$29.44 | | \$30.92 |
| NERE-129 11 | \$19.33 | | \$20.40 | | \$21.48 | | \$22.87 | | \$24.17 | | \$26.12 | | \$28.43 |
| NERE-130 12 | \$22.41 | | \$23.74 | | \$25.01 | | \$26.37 | | \$28.00 | | \$30.10 | | \$31.75 |
| NERE-131 13 | \$23.81 | | \$25.20 | | \$26.62 | | \$28.55 | | \$30.40 | | \$32.94 | | \$34.96 |
| NERE-133 10 | \$18.47 | | \$19.65 | | \$20.82 | | \$21.90 | | \$23.11 | | \$24.39 | | \$25.65 |
| NERE-134 9 | \$19.47 | \$19.96 | \$20.46 | \$21.00 | \$21.41 | \$22.59 | \$23.35 | \$24.20 | | | | | |
| 10 | \$18.47 | | \$19.65 | | \$20.82 | | \$21.90 | | \$23.11 | | \$24.39 | | \$25.65 |
| P11 | \$19.92 | | \$21.01 | | \$22.11 | | \$23.55 | | \$24.60 | | \$26.02 | | \$27.20 |
| NERE-135 9 | \$19.44 | \$19.96 | \$20.50 | \$21.01 | \$21.57 | \$22.67 | \$23.55 | \$24.39 | | | | | |
| 10 | \$18.47 | | \$19.65 | | \$20.82 | | \$21.90 | | \$23.11 | | \$24.39 | | \$25.65 |
| P11 | \$20.04 | | \$21.35 | | \$22.67 | | \$23.97 | | \$25.34 | | \$26.66 | | \$27.92 |
| NERE-136 11 | \$20.04 | | \$21.35 | | \$22.67 | | \$23.97 | | \$25.34 | | \$26.66 | | \$27.92 |
| NERE-137 12 | \$21.20 | | \$22.48 | | \$23.79 | | \$25.04 | | \$26.39 | | \$27.68 | | \$29.33 |

| Schedule and Grade | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| NERE-138 12 | \$20.68 | | \$22.11 | | \$23.55 | | \$25.34 | | \$26.98 | | \$28.75 | | \$30.45 |
| | | | | | | | | | | | | | |
| NERE-139 12 | \$22.21 | | \$23.79 | | \$25.34 | | \$27.20 | | \$29.06 | | \$31.06 | | \$32.88 |
| NERE-140 13 | \$22.21 | | \$23.79 | | \$25.34 | | \$27.20 | | \$29.06 | | \$31.06 | | \$32.88 |
| NERE-141 13 | \$23.11 | | \$24.69 | | \$26.28 | | \$28.13 | | \$29.99 | | \$32.32 | | \$34.08 |
| NERE-142 13 | \$23.83 | | \$25.50 | | \$27.20 | | \$29.33 | | \$31.63 | | \$33.76 | | \$36.13 |
| NERE-143 14 | \$23.83 | | \$25.50 | | \$27.20 | | \$29.33 | | \$31.63 | | \$33.76 | | \$36.13 |
| NERE-144 P11 | \$25.72 | | \$27.68 | | \$29.62 | | \$31.63 | | \$33.53 | | \$35.47 | | \$37.59 |
| NERE-145 12 | \$25.57 | | \$27.44 | | \$29.33 | | \$31.38 | | \$33.53 | | \$35.47 | | \$37.59 |
| NERE-146 14 | \$26.24 | | \$28.21 | | \$30.15 | | \$32.55 | | \$35.15 | | \$37.59 | | \$39.92 |
| NERE-147 15 | \$26.24 | | \$28.21 | | \$30.15 | | \$32.55 | | \$35.15 | | \$37.59 | | \$39.92 |
| NERE-148 13 | \$27.24 | | \$29.33 | | \$31.38 | | \$33.76 | | \$36.13 | | \$38.34 | | \$40.25 |
| NERE-149 10 | \$18.71 | | \$19.65 | | \$20.61 | | \$21.90 | | \$23.11 | | \$24.39 | | \$25.77 |
| NERE-150 12 | \$28.03 | | \$30.15 | | \$32.26 | | \$34.16 | | \$36.49 | | \$38.72 | | \$41.07 |
| NERE-151 13 | \$28.95 | | \$31.06 | | \$33.14 | | \$35.15 | | \$37.23 | | \$39.55 | | \$41.92 |
| NERE-152 14 | \$28.95 | | \$31.06 | | \$33.14 | | \$35.15 | | \$37.23 | | \$39.55 | | \$41.92 |
| NERE-153 13 | \$29.80 | | \$31.98 | | \$34.16 | | \$36.49 | | \$39.09 | | \$41.48 | | \$43.97 |
| NERE-154 14 | \$29.50 | | \$31.63 | | \$33.76 | | \$36.49 | | \$39.54 | | \$41.48 | | \$43.97 |
| NERE-155 15 | \$29.50 | | \$31.63 | | \$33.76 | | \$36.49 | | \$39.54 | | \$41.48 | | \$43.97 |
| NERE-156 16 | \$29.50 | | \$31.63 | | \$33.76 | | \$36.49 | | \$39.54 | | \$41.48 | | \$43.97 |
| NERE-157 14 | \$30.80 | | \$33.14 | | \$35.47 | | \$38.04 | | \$40.67 | | \$43.11 | | \$45.74 |
| NERE-158 15 | \$30.80 | | \$33.14 | | \$35.47 | | \$38.04 | | \$40.67 | | \$43.11 | | \$45.74 |
| NERE-159 15 | \$33.42 | | \$35.87 | | \$38.34 | | \$41.07 | | \$43.97 | | \$46.51 | | \$49.36 |
| NERE-160 16 | \$33.42 | | \$35.87 | | \$38.34 | | \$41.07 | | \$43.97 | | \$46.51 | | \$49.36 |
| NERE-161 16 | \$40.40 | | \$42.69 | | \$44.96 | | \$47.56 | | \$49.85 | | \$52.71 | | \$55.91 |
| NERE-162 17 | \$37.51 | | \$39.92 | | \$42.31 | | \$44.96 | | \$47.56 | | \$50.34 | | \$53.31 |

| Schedule and Grade | | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|--------------------|--------|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| NERE-163 17 | 7 \$2 | 43.04 | | \$45.74 | | \$48.43 | | \$51.35 | | \$53.81 | | \$56.45 | | \$58.70 |
| NERE-164 18 | 3 \$4 | 46.50 | | \$49.36 | | \$52.22 | | \$54.81 | | \$58.11 | | \$61.05 | | \$63.43 |
| NERE-165 19 |) \$4 | 47.35 | | \$50.34 | | \$53.31 | | \$56.45 | | \$60.42 | | \$64.03 | | \$67.23 |
| NERE-166 12 | 2 \$2 | 23.21 | | \$24.86 | | \$26.45 | | \$28.46 | | \$30.45 | | \$32.55 | | \$34.41 |
| NERE-167 13 | 3 \$2 | 24.92 | | \$26.66 | | \$28.46 | | \$30.73 | | \$33.14 | | \$35.47 | | \$38.04 |
| NERE-168 14 | \$2 | 27.63 | | \$29.62 | | \$31.63 | | \$34.16 | | \$36.90 | | \$39.54 | | \$41.92 |
| NERE-169 15 | 5 \$3 | 30.80 | | \$33.14 | | \$35.47 | | \$38.34 | | \$41.07 | | \$43.59 | | \$46.05 |
| NERE-170 8 | \$ | 17.63 | \$18.01 | \$18.42 | \$18.85 | \$19.29 | \$19.73 | \$20.17 | \$20.62 | | \$21.28 | | \$21.80 | |
| 9 | \$^ | 17.65 | | \$18.30 | | \$18.96 | | \$20.06 | | \$20.95 | | \$22.15 | | \$23.09 |
| E1 | 10 \$ | 18.71 | | \$19.65 | | \$20.61 | | \$21.90 | | \$23.11 | | \$24.39 | | \$25.77 |
| NERE-171 9 | \$ | 17.65 | | \$18.30 | | \$18.96 | | \$20.06 | | \$20.95 | | \$22.15 | | \$23.09 |
| NERE-172 9 | \$ | 18.37 | | \$19.35 | | \$20.31 | | \$21.35 | | \$22.48 | | \$23.55 | | \$24.60 |
| 10 |) \$^ | 19.92 | | \$21.01 | | \$22.11 | | \$23.55 | | \$24.60 | | \$26.02 | | \$27.20 |
| P1 | 11 \$2 | 22.49 | | \$23.79 | | \$25.04 | | \$26.45 | | \$28.21 | | \$29.89 | | \$31.63 |
| NERE-173 10 |) \$^ | 19.92 | | \$21.01 | | \$22.11 | | \$23.55 | | \$24.60 | | \$26.02 | | \$27.20 |
| P1 | 11 \$2 | 22.49 | | \$23.79 | | \$25.04 | | \$26.45 | | \$28.21 | | \$29.89 | | \$31.63 |
| NERE-174 9 | \$ | 19.44 | \$19.96 | \$20.50 | \$21.01 | \$21.57 | \$22.67 | \$23.55 | \$24.39 | | | | | |
| 10 |) \$^ | 18.71 | | \$19.65 | | \$20.61 | | \$21.90 | | \$23.11 | | \$24.39 | | \$25.77 |
| P1 | 11 \$2 | 20.88 | | \$22.11 | | \$23.33 | | \$25.04 | | \$26.66 | | \$28.46 | | \$30.45 |
| NERE-175 P1 | 11 \$2 | 20.88 | | \$22.11 | | \$23.33 | | \$25.04 | | \$26.66 | | \$28.46 | | \$30.45 |
| NERE-176 10 |) \$^ | 18.71 | | \$19.65 | | \$20.61 | | \$21.90 | | \$23.11 | | \$24.39 | | \$25.77 |
| P1 | 11 \$2 | 20.88 | | \$22.11 | | \$23.33 | | \$25.04 | | \$26.66 | | \$28.46 | | \$30.45 |
| NERE-178 10 |) \$^ | 18.71 | | \$19.65 | | \$20.61 | | \$21.90 | | \$23.11 | | \$24.39 | | \$25.77 |
| NERE-179 11 | \$2 | 20.88 | | \$22.11 | | \$23.33 | | \$25.04 | | \$26.66 | | \$28.46 | | \$30.45 |
| NERE-180 12 | 2 \$2 | 22.49 | | \$23.79 | | \$25.04 | | \$26.98 | | \$28.75 | | \$30.73 | | \$32.88 |

| Schedule and Grade | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| NERE-181 12 | \$24.00 | | \$25.34 | | \$26.66 | | \$28.46 | | \$30.45 | | \$32.26 | | \$34.41 |
| | | | | | | | | | | | | | |
| NERE-182 13 | \$24.04 | | \$25.50 | | \$26.98 | | \$29.06 | | \$31.38 | | \$33.53 | | \$35.87 |
| NERE-183 13 | \$25.86 | | \$27.44 | | \$29.06 | | \$31.06 | | \$33.14 | | \$35.47 | | \$37.59 |
| NERE-184 13 | \$26.21 | | \$27.92 | | \$29.62 | | \$31.63 | | \$33.76 | | \$35.87 | | \$38.04 |
| 14 | \$30.21 | | \$31.98 | | \$33.76 | | \$36.13 | | \$38.72 | | \$41.07 | | \$43.59 |
| P15 | \$33.42 | | \$35.87 | | \$38.34 | | \$41.07 | | \$43.97 | | \$46.51 | | \$49.36 |
| NERE-185 14 | \$29.71 | | \$31.63 | | \$33.53 | | \$36.13 | | \$38.72 | | \$41.48 | | \$43.97 |
| P15 | \$33.42 | | \$35.87 | | \$38.34 | | \$41.07 | | \$43.97 | | \$46.51 | | \$49.36 |
| NERE-186 14 | \$26.53 | | \$28.21 | | \$29.89 | | \$32.26 | | \$34.82 | | \$37.23 | | \$39.54 |
| NERE-187 14 | \$27.57 | | \$29.33 | | \$31.06 | | \$33.53 | | \$35.87 | | \$38.04 | | \$40.25 |
| NERE-188 15 | \$29.71 | | \$31.63 | | \$33.53 | | \$36.13 | | \$38.72 | | \$41.48 | | \$43.97 |
| NERE-189 16 | \$33.42 | | \$35.87 | | \$38.34 | | \$41.07 | | \$43.97 | | \$46.51 | | \$49.36 |
| NERE-190 16 | \$37.51 | | \$39.92 | | \$42.31 | | \$44.96 | | \$47.56 | | \$50.34 | | \$53.31 |
| NERE-191 13 | \$26.99 | | \$28.83 | | \$30.67 | | \$32.88 | | \$35.03 | | \$37.04 | | \$38.82 |
| NERE-192 12 | \$24.09 | | \$25.38 | | \$26.64 | | \$27.86 | | \$29.20 | | \$30.57 | | \$31.70 |
| NERE-193 13 | \$24.66 | | \$26.09 | | \$27.48 | | \$29.20 | | \$30.78 | | \$32.50 | | \$34.04 |
| NERE-194 12 | \$25.18 | | \$26.61 | | \$28.03 | | \$29.92 | | \$32.02 | | \$33.83 | | \$36.16 |
| NERE-195 13 | \$27.13 | | \$28.84 | | \$30.55 | | \$32.63 | | \$34.83 | | \$37.26 | | \$39.48 |
| NERE-196 14 | \$28.96 | | \$30.78 | | \$32.63 | | \$35.21 | | \$37.73 | | \$39.95 | | \$42.27 |
| NERE-197 15 | \$31.26 | | \$33.21 | | \$35.21 | | \$37.94 | | \$40.71 | | \$43.59 | | \$46.21 |
| NERE-199 12 | \$25.96 | | \$27.46 | | \$29.01 | | \$30.74 | | \$32.56 | | \$34.51 | | \$36.48 |
| NERE-200 13 | \$27.84 | | \$29.61 | | \$31.37 | | \$33.13 | | \$35.13 | | \$37.23 | | \$39.48 |
| NERE-201 14 | \$29.50 | | \$31.65 | | \$33.80 | | \$35.85 | | \$37.96 | | \$40.29 | | \$42.69 |
| NERE-202 15 | \$31.35 | | \$33.80 | | \$36.27 | | \$38.70 | | \$41.04 | | \$43.62 | | \$46.19 |
| NERE-203 16 | \$33.79 | | \$36.27 | | \$38.70 | | \$41.48 | | \$44.38 | | \$46.94 | | \$49.85 |

| Schedule and Grade | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| NERE-205 9 | \$16.36 | | \$17.19 | | \$18.01 | | \$19.02 | | \$20.08 | | \$21.18 | | \$22.22 |
| | | | | | | | | | | | | | |
| NERE-208 19 | \$61.14 | | \$65.03 | | \$68.95 | | \$73.09 | | \$77.46 | | \$82.05 | | \$86.31 |
| NERE-209 19 | \$64.59 | | \$68.68 | | \$72.81 | | \$77.14 | | \$81.69 | | \$86.50 | | \$86.75 |
| NERE-210 20 | \$64.59 | | \$68.68 | | \$72.81 | | \$77.14 | | \$81.69 | | \$86.50 | | \$86.75 |
| NERE-211 20 | \$69.67 | | \$74.69 | | \$79.72 | | \$84.60 | | \$87.19 | | | | |
| NERE-212 21 | \$74.11 | | \$79.59 | | \$85.03 | | \$87.64 | | | | | | |
| NERE-213 22 | \$81.23 | | \$84.68 | | \$88.11 | | | | | | | | |
| NERE-214 4 | \$14.50 | \$14.73 | \$15.00 | \$15.37 | \$15.58 | \$15.99 | \$16.34 | \$16.65 | | \$17.04 | | \$17.47 | |
| NERE-215 6 | \$13.38 | \$13.63 | \$13.92 | \$14.27 | \$14.55 | \$14.96 | \$15.28 | \$15.61 | | \$16.03 | | \$16.50 | |
| NERE-216 4 | \$8.15 | | \$8.15 | | \$9.21 | | \$10.00 | | \$11.60 | | | | |
| NERE-217 7 | \$14.16 | \$14.57 | \$14.96 | \$15.37 | \$15.60 | \$16.08 | \$16.51 | \$16.96 | | \$17.43 | | \$17.95 | |
| NERE-218 8 | \$15.49 | \$15.82 | \$16.18 | \$16.59 | \$16.92 | \$17.49 | \$17.95 | \$18.47 | | \$19.06 | | \$19.65 | |
| NERE-220 11 | \$20.82 | | \$22.14 | | \$23.46 | | \$24.84 | | \$26.12 | | \$27.50 | | \$28.74 |
| NERE-221 12 | \$28.45 | | \$30.41 | | \$32.43 | | \$34.32 | | \$36.40 | | \$38.48 | | \$40.40 |
| NERE-223 13 | \$25.86 | | \$27.44 | | \$29.06 | | \$31.06 | | \$33.14 | | \$35.47 | | \$37.59 |
| NERE-224 14 | \$31.14 | | \$33.14 | | \$35.15 | | \$37.59 | | \$40.25 | | \$42.69 | | \$45.74 |
| NERE-225 12 | \$21.20 | | \$22.48 | | \$23.79 | | \$25.04 | | \$26.39 | | \$27.68 | | \$29.33 |
| NERE-226 9 | \$18.37 | | \$19.35 | | \$20.31 | | \$21.35 | | \$22.48 | | \$23.55 | | \$24.60 |
| NERE-227 11 | \$20.88 | | \$22.11 | | \$23.33 | | \$25.04 | | \$26.66 | | \$28.46 | | \$30.45 |
| NERE-228 14 | \$26.53 | | \$28.21 | | \$29.89 | | \$32.26 | | \$34.82 | | \$37.23 | | \$39.54 |
| NERE-229 12 | \$24.71 | | \$26.19 | | \$27.68 | | \$29.62 | | \$31.63 | | \$33.53 | | \$35.47 |
| NERE-230 15 | \$26.24 | | \$28.21 | | \$30.15 | | \$32.55 | | \$35.15 | | \$37.59 | | \$39.92 |
| NERE-231 18 | \$40.50 | | \$43.11 | | \$45.74 | | \$48.43 | | \$51.35 | | \$54.38 | | \$57.58 |
| NERE-232 16 | \$33.42 | | \$35.87 | | \$38.34 | | \$41.07 | | \$43.97 | | \$46.51 | | \$49.36 |
| NERE-234 13 | \$21.86 | | \$23.07 | | \$24.30 | | \$25.89 | | \$27.69 | | \$29.19 | | \$31.22 |

| Schedule and Grade | | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|--------------------|-----|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| NERE-235 | 9 | \$19.44 | \$19.96 | \$20.50 | \$21.01 | \$21.57 | \$22.67 | \$23.56 | \$24.39 | | | | | |
| | 10 | \$22.04 | | \$23.33 | | \$24.60 | | \$26.02 | | \$27.44 | | \$28.75 | | \$30.15 |
| | P11 | \$23.45 | | \$24.86 | | \$26.19 | | \$27.92 | | \$29.62 | | \$31.38 | | \$33.14 |
| NERE-236 | 9 | \$19.44 | \$19.96 | \$20.50 | \$21.01 | \$21.57 | \$22.67 | \$23.56 | \$24.39 | | | | | |
| | 10 | \$22.04 | | \$23.33 | | \$24.60 | | \$26.02 | | \$27.44 | | \$28.75 | | \$30.15 |
| | P11 | \$23.67 | | \$25.04 | | \$26.45 | | \$28.18 | | \$29.94 | | \$31.64 | | \$33.53 |
| NERE-237 | 12 | \$25.15 | | \$26.66 | | \$28.21 | | \$30.15 | | \$32.21 | | \$34.13 | | \$36.14 |
| NERE-238 | 13 | \$26.95 | | \$28.68 | | \$30.44 | | \$32.49 | | \$34.77 | | \$36.91 | | \$39.11 |
| NERE-239 | 13 | \$26.21 | | \$27.92 | | \$29.62 | | \$31.63 | | \$33.76 | | \$35.87 | | \$38.04 |
| NERE-240 | 14 | \$28.28 | | \$30.11 | | \$31.91 | | \$34.44 | | \$36.91 | | \$39.11 | | \$41.34 |
| NERE-241 | 15 | \$30.58 | | \$32.49 | | \$34.44 | | \$37.16 | | \$39.77 | | \$42.62 | | \$45.21 |
| NERE-242 | 10 | \$18.35 | | \$19.20 | | \$20.06 | | \$20.94 | | \$21.90 | | \$22.94 | | \$24.14 |
| NERE-243 | 12 | \$24.09 | | \$25.54 | | \$27.03 | | \$28.80 | | \$30.45 | | \$32.18 | | \$33.92 |
| NERE-244 | 12 | \$23.46 | | \$25.04 | | \$26.61 | | \$28.31 | | \$30.12 | | \$31.76 | | \$33.80 |
| NERE-245 | 10 | \$21.79 | | \$23.07 | | \$24.37 | | \$25.72 | | \$27.35 | | \$29.48 | | \$31.13 |
| NERE-246 | 4 | \$14.73 | \$15.06 | \$15.40 | \$15.68 | \$16.01 | \$16.51 | \$16.87 | \$17.18 | | \$17.83 | | \$18.43 | |
| | E5 | \$16.08 | \$16.40 | \$16.70 | \$17.07 | \$17.53 | \$18.02 | \$18.43 | \$18.96 | | \$19.56 | | \$20.44 | |
| NERE-247 | 8 | \$17.89 | | \$18.86 | | \$19.81 | | \$20.94 | | \$22.02 | | \$23.16 | | \$24.40 |
| NERE-248 | 11 | \$20.89 | | \$22.11 | | \$23.32 | | \$24.94 | | \$26.65 | | \$28.36 | | \$30.18 |
| NERE-249 | 12 | \$23.72 | | \$25.11 | | \$26.56 | | \$28.36 | | \$30.28 | | \$32.22 | | \$34.30 |
| NERE-250 | 13 | \$24.04 | | \$25.50 | | \$26.98 | | \$28.98 | | \$31.18 | | \$33.36 | | \$35.48 |
| NERE-251 | 12 | \$24.67 | | \$26.16 | | \$27.64 | | \$29.48 | | \$31.41 | | \$33.43 | | \$35.42 |
| NERE-252 | 13 | \$25.42 | | \$26.91 | | \$28.41 | | \$30.29 | | \$32.15 | | \$34.14 | | \$36.06 |
| NERE-253 | 13 | \$25.90 | | \$27.43 | | \$29.00 | | \$31.02 | | \$33.09 | | \$35.25 | | \$37.42 |
| NERE-254 | 13 | \$26.28 | | \$27.84 | | \$29.44 | | \$31.45 | | \$33.56 | | \$35.70 | | \$37.80 |

| Schedule and Grade | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| NERE-255 14 | \$27.52 | | \$29.24 | | \$31.02 | | \$33.30 | | \$35.49 | | \$37.87 | | \$40.24 |
| NERE-256 15 | \$29.61 | | \$31.48 | | \$33.39 | | \$35.94 | | \$38.59 | | \$41.17 | | \$43.90 |
| NERE-257 16 | \$33.31 | | \$35.37 | | \$37.44 | | \$40.11 | | \$42.82 | | \$45.59 | | \$48.32 |
| NERE-258 10 | \$19.41 | | \$20.40 | | \$21.38 | | \$22.67 | | \$23.88 | | \$25.37 | | \$26.52 |
| NERE-259 17 | \$37.51 | | \$39.92 | | \$42.31 | | \$44.96 | | \$47.56 | | \$50.34 | | \$53.31 |
| NERE-260 15 | \$32.91 | | \$35.25 | | \$37.58 | | \$39.95 | | \$42.26 | | \$44.83 | | \$47.42 |
| NERE-261 16 | \$37.81 | | \$40.00 | | \$42.20 | | \$44.52 | | \$46.97 | | \$49.71 | | \$52.46 |
| NERE-262 12 | \$22.15 | | \$23.39 | | \$24.61 | | \$26.41 | | \$28.11 | | \$29.94 | | \$31.79 |
| NERE-264 12 | \$25.15 | | \$26.66 | | \$28.21 | | \$30.15 | | \$32.21 | | \$34.13 | | \$36.14 |
| NERE-265 14 | \$28.28 | | \$30.11 | | \$31.91 | | \$34.44 | | \$36.91 | | \$39.11 | | \$41.34 |
| NERE-266 15 | \$30.58 | | \$32.49 | | \$34.44 | | \$37.16 | | \$39.77 | | \$42.62 | | \$45.21 |
| NERE-267 6 | \$16.46 | \$16.74 | \$17.06 | \$17.44 | \$17.80 | \$18.32 | \$18.59 | \$18.95 | | \$19.48 | | \$20.10 | |
| 7 | \$17.39 | \$17.80 | \$18.21 | \$18.59 | \$18.95 | \$19.49 | \$19.95 | \$20.52 | | \$21.00 | | \$21.65 | |
| E8 | \$18.41 | \$18.83 | \$19.25 | \$19.65 | \$20.09 | \$20.52 | \$21.00 | \$21.39 | | \$22.13 | | \$22.68 | |
| NERE-268 11 | \$19.83 | | \$21.15 | | \$22.48 | | \$23.79 | | \$25.04 | | \$26.45 | | \$27.92 |
| NERE-269 14 | \$25.46 | | \$26.91 | | \$28.37 | | \$30.15 | | \$32.40 | | \$34.60 | | \$36.86 |
| NERE-270 14 | \$27.89 | | \$29.96 | | \$31.98 | | \$34.49 | | \$36.45 | | \$38.68 | | \$41.04 |
| NERE-271 15 | \$30.02 | | \$32.26 | | \$34.49 | | \$37.23 | | \$40.27 | | \$42.70 | | \$45.41 |
| NERE-272 14 | \$27.15 | | \$29.18 | | \$31.26 | | \$33.79 | | \$35.76 | | \$37.90 | | \$40.21 |
| NERE-273 15A | \$29.55 | | \$31.44 | | \$33.38 | | \$35.28 | | \$37.17 | | \$41.06 | | \$41.88 |
| 15B | \$31.44 | | \$32.93 | | \$34.40 | | \$35.86 | | \$38.64 | | \$42.68 | | \$43.53 |
| NERE-274 12 | \$20.82 | | \$22.14 | | \$23.46 | | \$24.84 | | \$26.12 | | \$27.50 | | \$28.74 |
| NERE-275 12 | \$21.79 | | \$23.07 | | \$24.37 | | \$25.72 | | \$27.35 | | \$29.48 | | \$31.13 |
| NERE-276 13 | \$23.16 | | \$24.56 | | \$26.01 | | \$27.92 | | \$29.73 | | \$32.33 | | \$34.31 |
| NERE-277 15 | \$31.44 | | \$32.93 | | \$34.40 | | \$35.86 | | \$38.64 | | \$42.68 | | \$43.53 |

| Schedule and Grade | | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|--------------------|-----|-------------|------------------|------------------|-------------------|-------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| NERE-278 | P11 | \$22.36 | | \$23.56 | | \$24.80 | | \$25.92 | | \$27.12 | | \$28.27 | | \$29.54 |
| NERE-279 | P11 | \$23.16 | | \$24.94 | | \$26.67 | | \$28.28 | | \$30.01 | | \$31.74 | | \$34.34 |
| NERE-280 | 15A | \$25.20 | | \$26.71 | | \$28.26 | | \$30.00 | | \$31.67 | | \$33.58 | | \$35.57 |
| | 15B | \$29.54 | | \$31.41 | | \$33.30 | | \$35.57 | | \$37.97 | | \$40.38 | | \$42.72 |
| | 15C | \$32.91 | | \$35.25 | | \$37.58 | | \$39.95 | | \$42.26 | | \$44.83 | | \$47.42 |
| NERE-281 | 9 | \$19.31 | \$19.81 | \$20.31 | \$20.81 | \$21.28 | \$22.39 | \$23.18 | \$24.03 | | | | | |
| | 10 | \$18.65 | | \$19.52 | | \$20.40 | | \$21.65 | | \$22.83 | | \$24.00 | | \$25.33 |
| | P11 | \$20.69 | | \$21.84 | | \$22.98 | | \$24.61 | | \$26.18 | | \$27.86 | | \$29.63 |
| NERE-282 | 9 | \$18.75 | | \$19.75 | | \$20.73 | | \$21.78 | | \$22.95 | | \$24.04 | | \$25.10 |
| | 10 | \$20.32 | | \$21.43 | | \$22.55 | | \$24.04 | | \$25.10 | | \$26.54 | | \$27.74 |
| | P11 | \$22.96 | | \$24.26 | | \$25.54 | | \$26.99 | | \$28.77 | | \$30.50 | | \$32.25 |
| NERE-283 | 16 | \$32.16 | | \$34.53 | | \$36.86 | | \$39.90 | | \$44.08 | | \$46.70 | | \$49.71 |
| NERE-284 | 9 | \$17.84 | \$18.28 | \$18.75 | \$19.22 | \$19.71 | | | | | | | | |
| NERE-285 | 9 | \$20.13 | \$20.64 | \$21.15 | \$21.66 | \$22.31 | \$23.29 | \$24.11 | \$24.94 | | | | | |
| | 10 | \$20.60 | | \$21.78 | | \$22.96 | | \$24.40 | | \$25.48 | | \$26.84 | | \$28.06 |
| | P11 | \$21.77 | | \$23.16 | | \$24.55 | | \$25.94 | | \$27.34 | | \$28.57 | | \$30.12 |
| NERE-286 | P11 | \$19.44 | | \$23.33 | | \$26.45 | | \$30.15 | | \$32.21 | | \$34.13 | | \$36.14 |
| U11-001 | E5 | \$15.72 | \$16.00 | \$16.31 | \$16.56 | \$16.83 | \$17.24 | \$17.55 | \$17.84 | | \$18.40 | | \$18.92 | |
| U11-002 | 5 | \$15.72 | \$16.00 | \$16.31 | \$16.56 | \$16.83 | \$17.24 | \$17.55 | \$17.84 | | \$18.40 | | \$18.92 | |
| | E6 | \$16.55 | \$16.83 | \$17.15 | \$17.43 | \$17.75 | \$18.07 | \$18.40 | \$18.75 | | \$19.21 | | \$19.64 | |
| U11-003 | E6 | \$16.55 | \$16.83 | \$17.15 | \$17.43 | \$17.75 | \$18.07 | \$18.40 | \$18.75 | | \$19.21 | | \$19.64 | |
| U11-004 | 7 | \$17.12 | \$17.43 | \$17.75 | \$18.07 | \$18.40 | \$18.75 | \$19.03 | \$19.39 | | \$20.17 | | \$20.68 | |
| U11-005 | 6 | \$17.07 | \$17.36 | \$17.65 | \$17.98 | \$18.29 | \$18.81 | \$19.01 | \$19.37 | | \$19.86 | | \$20.42 | |
| | 7 | \$17.55 | \$17.86 | \$18.19 | \$18.57 | \$18.91 | \$19.26 | \$19.62 | \$20.17 | | \$20.53 | | \$21.05 | |
| | E8 | \$18.24 | \$18.57 | \$18.91 | \$19.26 | \$19.62 | \$19.98 | \$20.42 | \$20.96 | | \$21.39 | | \$21.90 | |

| Schedule and Grade |) | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|--------------------|------------|-------------|---------------|------------------|-------------------|-------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| U11-006 | 7 | \$17.12 | \$17.43 | \$17.75 | \$18.07 | \$18.40 | \$18.75 | \$19.03 | \$19.39 | | \$20.17 | | \$20.68 | |
| U11-007 | 7 | \$17.55 | \$17.86 | \$18.19 | \$18.57 | \$18.91 | \$19.26 | \$19.62 | \$20.17 | | \$20.53 | | \$21.05 | |
| | E8 | \$18.24 | \$18.57 | \$18.91 | \$19.26 | \$19.62 | \$19.98 | \$20.42 | \$20.96 | | \$21.39 | | \$21.90 | |
| U11-008 | 8 | \$18.24 | \$18.57 | \$18.91 | \$19.26 | \$19.62 | \$19.98 | \$20.42 | \$20.96 | | \$21.39 | | \$21.90 | |
| | E9 | \$17.98 | | \$18.81 | | \$19.62 | | \$20.42 | | \$21.24 | | \$22.31 | | \$23.17 |
| U11-009 | 9 | \$17.98 | | \$18.81 | | \$19.62 | | \$20.42 | | \$21.24 | | \$22.31 | | \$23.17 |
| U11-010 | 10 | \$19.37 | | \$20.30 | | \$21.24 | | \$22.20 | | \$23.17 | | \$24.20 | | \$25.29 |
| U11-011 | 6 | \$16.64 | \$16.92 | \$17.21 | \$17.55 | \$17.86 | \$18.30 | \$18.59 | \$18.94 | | \$19.41 | | \$19.95 | |
| | 7 | \$17.05 | \$17.40 | \$17.76 | \$18.08 | \$18.43 | \$18.82 | \$19.15 | \$19.69 | | \$20.07 | | \$20.62 | |
| | E8 | \$17.73 | \$18.08 | \$18.43 | \$18.82 | \$19.15 | \$19.52 | \$19.95 | \$20.50 | | \$20.94 | | \$21.37 | |
| U11-012 | 8 | \$17.73 | \$18.08 | \$18.43 | \$18.82 | \$19.15 | \$19.52 | \$19.95 | \$20.50 | | \$20.94 | | \$21.37 | |
| | E 9 | \$17.46 | | \$18.30 | | \$19.15 | | \$19.95 | | \$20.74 | | \$21.87 | | \$22.70 |
| U11-013 | 9 | \$17.46 | | \$18.30 | | \$19.15 | | \$19.95 | | \$20.74 | | \$21.87 | | \$22.70 |
| U11-014 | E9 | \$19.35 | | \$20.16 | | \$20.96 | | \$21.79 | | \$22.63 | | \$23.74 | | \$24.52 |
| U11-015 | 10 | \$19.47 | | \$20.44 | | \$21.40 | | \$22.34 | | \$23.33 | | \$24.39 | | \$25.46 |
| U11-016 | 6 | \$16.60 | \$16.89 | \$17.21 | \$17.54 | \$17.86 | \$18.30 | \$18.57 | \$18.94 | | \$19.41 | | \$19.95 | |
| | 7 | \$17.03 | \$17.39 | \$17.76 | \$18.07 | \$18.43 | \$18.82 | \$19.14 | \$19.68 | | \$20.07 | | \$20.62 | |
| | E8 | \$17.71 | \$18.07 | \$18.43 | \$18.82 | \$19.14 | \$19.52 | \$19.95 | \$20.50 | | \$20.94 | | \$21.36 | |
| U11-017 | 6 | \$16.31 | \$16.64 | \$16.97 | \$17.27 | \$17.63 | \$18.07 | \$18.30 | \$18.73 | | \$19.20 | | \$19.71 | |
| | 7 | \$16.81 | \$17.18 | \$17.55 | \$17.86 | \$18.19 | \$18.57 | \$18.92 | \$19.41 | | \$19.80 | | \$20.39 | |
| | E8 | \$17.55 | \$17.86 | \$18.19 | \$18.57 | \$18.92 | \$19.29 | \$19.71 | \$20.28 | | \$20.68 | | \$21.11 | |
| U11-018 | 7 | \$16.66 | \$16.97 | \$17.27 | \$17.63 | \$17.97 | \$18.42 | \$18.82 | \$19.29 | | \$19.71 | | \$20.28 | |
| | 8 | \$17.55 | \$17.86 | \$18.19 | \$18.57 | \$18.92 | \$19.29 | \$19.71 | \$20.09 | | \$20.68 | | \$21.11 | |
| | E9 | \$17.43 | | \$18.07 | | \$18.73 | | \$19.57 | | \$20.39 | | \$21.40 | | \$22.24 |
| U11-019 | 7 | \$17.09 | \$17.40 | \$17.73 | \$18.07 | \$18.41 | \$18.81 | \$19.15 | \$19.69 | | \$20.06 | | \$20.57 | |

| Schedule and Grade | • | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|--------------------|-----|-------------|------------------|------------------|-------------------|-------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | 8 | \$17.72 | \$18.07 | \$18.42 | \$18.81 | \$19.15 | \$19.49 | \$19.94 | \$20.46 | | \$20.88 | | \$21.36 | |
| | E9 | \$17.43 | | \$18.29 | | \$19.15 | | \$19.94 | | \$20.72 | | \$21.85 | | \$22.68 |
| U11-020 | E9 | \$17.63 | | \$18.51 | | \$19.41 | | \$20.28 | | \$21.05 | | \$22.00 | | \$23.07 |
| U11-021 | 9 | \$17.47 | | \$18.30 | | \$19.14 | | \$19.95 | | \$20.73 | | \$21.85 | | \$22.70 |
| U11-022 | 9 | \$18.76 | | \$19.71 | | \$20.68 | | \$21.57 | | \$22.63 | | \$23.46 | | \$24.56 |
| | 10 | \$19.78 | | \$20.68 | | \$21.57 | | \$22.77 | | \$23.67 | | \$24.84 | | \$25.76 |
| | P11 | \$20.92 | | \$21.92 | | \$22.93 | | \$24.04 | | \$25.09 | | \$26.16 | | \$27.47 |
| U11-023 | 10 | \$18.76 | | \$19.71 | | \$20.68 | | \$21.57 | | \$22.63 | | \$23.46 | | \$24.56 |
| U11-024 | P11 | \$19.78 | | \$20.68 | | \$21.57 | | \$22.77 | | \$23.67 | | \$24.84 | | \$25.76 |
| U11-025 | 9 | \$19.19 | \$19.62 | \$20.07 | \$20.53 | \$21.01 | \$21.98 | \$22.74 | \$23.52 | | | | | |
| | 10 | \$18.76 | | \$19.71 | | \$20.68 | | \$21.57 | | \$22.63 | | \$23.46 | | \$24.56 |
| | P11 | \$19.78 | | \$20.68 | | \$21.57 | | \$22.77 | | \$23.67 | | \$24.84 | | \$25.76 |
| U11-026 | 10 | \$18.76 | | \$19.71 | | \$20.68 | | \$21.57 | | \$22.63 | | \$23.46 | | \$24.56 |
| U11-027 | 12 | \$20.92 | | \$21.92 | | \$22.93 | | \$24.04 | | \$25.09 | | \$26.16 | | \$27.47 |
| U11-028 | 10 | \$19.85 | | \$20.83 | | \$21.82 | | \$22.81 | | \$23.90 | | \$25.01 | | \$26.11 |
| U11-029 | 7 | \$16.55 | \$16.83 | \$17.15 | \$17.43 | \$17.75 | \$18.07 | \$18.40 | \$18.75 | | \$19.21 | | \$19.64 | |
| | E8 | \$17.12 | \$17.43 | \$17.75 | \$18.07 | \$18.40 | \$18.75 | \$19.03 | \$19.39 | | \$20.17 | | \$20.68 | |
| U11-030 | 10 | \$20.68 | | \$21.65 | | \$22.63 | | \$23.54 | | \$24.52 | | \$25.58 | | \$26.65 |
| U11-031 | 12 | \$22.21 | | \$23.79 | | \$25.34 | | \$27.20 | | \$29.06 | | \$31.06 | | \$32.88 |
| U11-032 | 9 | \$18.76 | | \$19.71 | | \$20.68 | | \$21.57 | | \$22.63 | | \$23.46 | | \$24.56 |
| | 10 | \$19.78 | | \$20.68 | | \$21.57 | | \$22.77 | | \$23.67 | | \$24.84 | | \$25.76 |
| | P11 | \$20.92 | | \$21.92 | | \$22.93 | | \$24.04 | | \$25.09 | | \$26.16 | | \$27.47 |
| U11-033 | 9B | \$19.19 | \$19.62 | \$20.07 | \$20.53 | \$21.01 | \$21.98 | \$22.74 | \$23.52 | | | | | |
| | 9M | \$18.76 | | \$19.71 | | \$20.68 | | \$21.57 | | \$22.63 | | \$23.46 | | \$24.56 |
| | 10B | \$18.76 | | \$19.71 | | \$20.68 | | \$21.57 | | \$22.63 | | \$23.46 | | \$24.56 |

| Schedule and Grade | e | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-----|-------------|------------------|------------------|-------------------|-------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | 10M | \$19.78 | | \$20.68 | | \$21.57 | | \$22.77 | | \$23.67 | | \$24.84 | | \$25.76 |
| | 11B | \$19.78 | | \$20.68 | | \$21.57 | | \$22.77 | | \$23.67 | | \$24.84 | | \$25.76 |
| | 11M | \$20.92 | | \$21.92 | | \$22.93 | | \$24.04 | | \$25.09 | | \$26.16 | | \$27.47 |
| U11-034 | 12B | \$20.92 | | \$21.92 | | \$22.93 | | \$24.04 | | \$25.09 | | \$26.16 | | \$27.47 |
| | 12M | \$22.21 | | \$23.79 | | \$25.34 | | \$27.20 | | \$29.06 | | \$31.06 | | \$32.88 |
| W22-001 | 8 | \$18.05 | \$18.45 | \$18.89 | \$19.32 | \$19.71 | \$20.16 | \$20.62 | \$21.26 | | \$21.78 | | \$22.28 | |
| | 9 | \$17.72 | | \$18.73 | | \$19.71 | | \$20.62 | | \$21.63 | | \$22.86 | | \$23.86 |
| | E10 | \$18.34 | | \$19.44 | | \$20.52 | | \$21.38 | | \$22.46 | | \$23.61 | | \$24.88 |
| W22-002 | 9 | \$20.17 | \$20.69 | \$21.22 | \$21.72 | \$22.24 | \$23.35 | \$24.19 | | | | | | |
| | 10 | \$18.34 | | \$19.44 | | \$20.52 | | \$21.38 | | \$22.46 | | \$23.61 | | \$24.88 |
| | P11 | \$19.66 | | \$20.69 | | \$21.72 | | \$22.82 | | \$23.97 | | \$25.28 | | \$26.54 |
| W22-003 | 9 | \$20.82 | \$21.38 | \$21.93 | \$22.47 | \$23.15 | \$24.11 | \$24.93 | \$25.79 | | | | | |
| | 10 | \$19.66 | | \$20.69 | | \$21.72 | | \$22.82 | | \$23.97 | | \$25.28 | | \$26.54 |
| | P11 | \$21.90 | | \$23.15 | | \$24.40 | | \$25.59 | | \$26.96 | | \$28.17 | | \$29.64 |
| W22-004 | 9 | \$21.96 | | \$23.22 | | \$24.46 | | \$25.65 | | \$27.05 | | \$28.34 | | \$29.49 |
| | 10 | \$22.55 | | \$23.94 | | \$25.35 | | \$27.05 | | \$28.58 | | \$30.25 | | \$31.80 |
| | P11 | \$24.03 | | \$25.52 | | \$27.05 | | \$28.82 | | \$30.55 | | \$32.39 | | \$33.99 |
| W22-005 | 9 | \$19.54 | \$20.07 | \$20.58 | \$21.07 | \$21.52 | \$22.67 | \$23.44 | \$24.30 | | | | | |
| | 10 | \$18.75 | | \$19.90 | | \$21.07 | | \$22.08 | | \$23.25 | | \$24.29 | | \$25.50 |
| | P11 | \$20.06 | | \$21.07 | | \$22.08 | | \$23.44 | | \$24.46 | | \$25.79 | | \$26.94 |
| W22-006 | 9 | \$19.54 | \$20.07 | \$20.58 | \$21.07 | \$21.52 | \$22.67 | \$23.44 | \$24.30 | | \$25.96 | | \$27.62 | |
| | 10 | \$21.18 | | \$22.41 | | \$23.67 | | \$24.92 | | \$26.19 | | \$27.43 | | \$28.92 |
| | P11 | \$22.16 | | \$23.67 | | \$25.11 | | \$26.46 | | \$27.92 | | \$29.44 | | \$31.06 |
| W22-007 | 9 | \$19.47 | \$19.96 | \$20.46 | \$21.00 | \$21.41 | \$22.59 | \$23.35 | \$24.20 | | | | | |
| | 10 | \$18.65 | | \$19.83 | | \$21.00 | | \$21.99 | | \$23.16 | | \$24.19 | | \$25.42 |

| Schedule and Grade | • | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-----|-------------|------------------|------------------|-------------------|-------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | P11 | \$20.00 | | \$21.00 | | \$21.99 | | \$23.35 | | \$24.40 | | \$25.65 | | \$26.84 |
| W22-008 | 9 | \$19.47 | \$19.96 | \$20.46 | \$21.00 | \$21.41 | \$22.59 | \$23.35 | | | | | | |
| | 10 | \$17.55 | | \$18.62 | | \$19.69 | | \$20.60 | | \$21.64 | | \$22.73 | | \$23.97 |
| | P11 | \$18.92 | | \$19.96 | | \$21.00 | | \$21.99 | | \$23.16 | | \$24.40 | | \$25.65 |
| W22-009 | 9 | \$19.47 | \$19.96 | \$20.46 | \$21.00 | \$21.41 | \$22.59 | \$23.35 | \$24.20 | | | | | |
| | 10 | \$18.92 | | \$19.96 | | \$21.00 | | \$21.99 | | \$23.16 | | \$24.40 | | \$25.65 |
| | P11 | \$21.05 | | \$22.31 | | \$23.57 | | \$24.86 | | \$26.11 | | \$27.34 | | \$28.83 |
| W22-010 | 9 | \$19.47 | \$19.96 | \$20.46 | \$21.00 | \$21.41 | \$22.59 | \$23.35 | \$24.20 | | | | | |
| | 10 | \$18.60 | | \$19.69 | | \$20.78 | | \$21.78 | | \$22.96 | | \$24.19 | | \$25.42 |
| | P11 | \$20.03 | | \$21.29 | | \$22.59 | | \$23.80 | | \$25.04 | | \$26.36 | | \$27.51 |
| W22-011 | 9 | \$19.47 | \$19.96 | \$20.46 | \$21.00 | \$21.41 | \$22.59 | \$23.35 | \$24.20 | | | | | |
| | 10 | \$18.79 | | \$19.69 | | \$20.60 | | \$21.78 | | \$22.96 | | \$24.19 | | \$25.48 |
| | P11 | \$20.84 | | \$21.99 | | \$23.16 | | \$24.86 | | \$26.36 | | \$28.06 | | \$29.86 |
| W22-012 | 9 | \$19.47 | \$19.96 | \$20.46 | \$21.00 | \$21.41 | \$22.59 | \$23.35 | \$24.20 | | \$25.86 | | \$27.51 | |
| | 10 | \$21.05 | | \$22.31 | | \$23.57 | | \$24.86 | | \$26.11 | | \$27.34 | | \$28.83 |
| | P11 | \$22.08 | | \$23.57 | | \$25.04 | | \$26.36 | | \$27.81 | | \$29.33 | | \$30.96 |
| W22-013 | 9 | \$20.13 | \$20.64 | \$21.15 | \$21.66 | \$22.31 | \$23.29 | \$24.11 | \$24.94 | | | | | |
| | 10 | \$20.60 | | \$21.78 | | \$22.96 | | \$24.40 | | \$25.48 | | \$26.84 | | \$28.06 |
| | P11 | \$21.77 | | \$23.16 | | \$24.55 | | \$25.94 | | \$27.34 | | \$28.57 | | \$30.12 |
| W22-014 | 9 | \$20.13 | \$20.64 | \$21.15 | \$21.66 | \$22.31 | \$23.29 | \$24.11 | \$24.94 | | | | | |
| | 10 | \$22.08 | | \$23.57 | | \$25.04 | | \$26.36 | | \$27.81 | | \$29.33 | | \$30.96 |
| | P11 | \$23.46 | | \$25.04 | | \$26.61 | | \$28.31 | | \$30.12 | | \$31.76 | | \$33.80 |
| W22-015 | 9 | \$20.13 | \$20.64 | \$21.15 | \$21.66 | \$22.31 | \$23.29 | \$24.11 | \$24.94 | | | | | |
| | 10 | \$20.00 | | \$21.00 | | \$21.99 | | \$23.35 | | \$24.40 | | \$25.65 | | \$26.84 |
| | P11 | \$21.05 | | \$22.31 | | \$23.57 | | \$24.86 | | \$26.11 | | \$27.34 | | \$28.83 |

| Schedule and Grade |) | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|--------------------|----------|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| W22-016 | 9 | \$20.13 | \$20.64 | \$21.15 | \$21.66 | \$22.31 | \$23.29 | \$24.11 | \$24.94 | | | | | |
| | 10 | \$18.92 | | \$19.96 | | \$21.00 | | \$21.99 | | \$23.16 | | \$24.40 | | \$25.65 |
| | P11 | \$21.05 | | \$22.31 | | \$23.57 | | \$24.86 | | \$26.11 | | \$27.34 | | \$28.83 |
| W22-017 | 9 | \$16.93 | | \$17.92 | | \$18.91 | | \$19.83 | | \$20.78 | | \$21.99 | | \$22.96 |
| | E10 | \$18.79 | | \$19.69 | | \$20.60 | | \$21.78 | | \$22.96 | | \$24.19 | | \$25.48 |
| W22-018 | 9 | \$19.47 | \$19.96 | \$20.46 | \$21.00 | \$21.41 | \$22.59 | \$23.35 | \$24.20 | | | | | |
| | 10 | \$18.65 | | \$19.83 | | \$21.00 | | \$21.99 | | \$23.16 | | \$24.19 | | \$25.42 |
| | P11 | \$20.00 | | \$21.00 | | \$21.99 | | \$23.35 | | \$24.40 | | \$25.65 | | \$26.84 |
| W22-019 | 9 | \$20.28 | \$20.79 | \$21.29 | \$21.82 | \$22.34 | \$23.44 | \$24.29 | \$25.09 | | | | | |
| | 10 | \$19.51 | | \$20.67 | | \$21.82 | | \$22.89 | | \$24.08 | | \$25.06 | | \$26.31 |
| | P11 | \$20.74 | | \$21.82 | | \$22.89 | | \$24.29 | | \$25.35 | | \$26.61 | | \$27.72 |
| W22-020 | 12 | \$22.00 | | \$23.24 | | \$24.46 | | \$25.69 | | \$27.05 | | \$28.23 | | \$29.72 |
| W22-021 | P11 | \$22.36 | | \$23.56 | | \$24.80 | | \$25.92 | | \$27.12 | | \$28.27 | | \$29.54 |
| W22-022 | 12 | \$24.09 | | \$25.38 | | \$26.64 | | \$27.86 | | \$29.20 | | \$30.57 | | \$31.70 |
| W22-023 | 13 | \$24.66 | | \$26.09 | | \$27.48 | | \$29.20 | | \$30.78 | | \$32.50 | | \$34.04 |
| W22-024 | 11 | \$19.41 | | \$20.52 | | \$21.63 | | \$22.67 | | \$23.86 | | \$25.02 | | \$26.29 |
| W22-025 | 10 | \$21.90 | | \$23.15 | | \$24.40 | | \$25.59 | | \$26.96 | | \$28.17 | | \$29.64 |
| | P11 | \$22.95 | | \$24.40 | | \$25.89 | | \$27.19 | | \$28.60 | | \$30.14 | | \$31.75 |
| W22-026 | 10 | \$22.95 | | \$24.40 | | \$25.89 | | \$27.19 | | \$28.60 | | \$30.14 | | \$31.75 |
| | P11 | \$24.27 | | \$25.89 | | \$27.46 | | \$29.13 | | \$30.96 | | \$32.58 | | \$34.67 |
| W22-027 | 12 | \$22.95 | | \$24.40 | | \$25.89 | | \$27.65 | | \$29.42 | | \$31.25 | | \$32.88 |
| W22-028 | P11 | \$24.27 | | \$25.89 | | \$27.46 | | \$29.13 | | \$30.96 | | \$32.58 | | \$34.67 |
| W22-029 | 12 | \$26.19 | | \$27.92 | | \$29.64 | | \$31.51 | | \$33.51 | | \$35.27 | | \$37.17 |
| W22-030 | 13 | \$27.81 | | \$29.42 | | \$30.96 | | \$32.88 | | \$34.67 | | \$36.53 | | \$38.49 |
| W22-031 | P11 | \$24.32 | | \$25.95 | | \$27.52 | | \$29.54 | | \$31.43 | | \$33.50 | | \$35.24 |

| Schedule and Grade | • | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-----|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| W22-033 | 16 | \$40.40 | | \$42.69 | | \$44.96 | | \$47.56 | | \$49.85 | | \$52.71 | | \$55.91 |
| W22-034 | 12 | \$21.18 | | \$22.41 | | \$23.67 | | \$24.92 | | \$26.19 | | \$27.43 | | \$28.92 |
| W22-035 | 12 | \$23.52 | | \$25.11 | | \$26.69 | | \$28.41 | | \$30.19 | | \$31.85 | | \$33.88 |
| W22-036 | 12 | \$22.53 | | \$23.82 | | \$25.06 | | \$27.02 | | \$28.78 | | \$30.75 | | \$32.91 |
| W22-038 | 14 | \$26.20 | | \$27.71 | | \$29.20 | | \$31.02 | | \$32.76 | | \$34.68 | | \$36.28 |
| W22-039 | 9 | \$21.28 | | \$22.31 | | \$23.35 | | \$24.55 | | \$25.94 | | \$27.34 | | \$28.83 |
| W22-040 | 9 | \$21.28 | | \$22.31 | | \$23.35 | | \$24.55 | | \$25.94 | | \$27.34 | | \$28.83 |
| | 10 | \$23.98 | | \$25.31 | | \$26.61 | | \$28.06 | | \$29.61 | | \$31.19 | | \$32.88 |
| | P11 | \$25.53 | | \$27.34 | | \$29.11 | | \$30.96 | | \$32.66 | | \$34.44 | | \$36.36 |
| W22-041 | 12 | \$21.05 | | \$22.31 | | \$23.57 | | \$24.86 | | \$26.11 | | \$27.34 | | \$28.83 |
| W22-042 | 10 | \$22.08 | | \$23.57 | | \$25.04 | | \$26.36 | | \$27.81 | | \$29.33 | | \$30.96 |
| | P11 | \$23.46 | | \$25.04 | | \$26.61 | | \$28.31 | | \$30.12 | | \$31.76 | | \$33.80 |
| W22-043 | 12 | \$22.08 | | \$23.57 | | \$25.04 | | \$26.84 | | \$28.57 | | \$30.41 | | \$32.03 |
| W22-044 | 12 | \$22.31 | | \$23.57 | | \$24.86 | | \$26.61 | | \$28.31 | | \$30.12 | | \$32.03 |
| W22-045 | 12 | \$25.54 | | \$27.29 | | \$29.01 | | \$30.62 | | \$32.34 | | \$34.02 | | \$35.91 |
| | P13 | \$27.69 | | \$29.30 | | \$30.87 | | \$32.85 | | \$34.68 | | \$36.57 | | \$38.62 |
| W22-046 | 12 | \$25.28 | | \$27.07 | | \$28.83 | | \$30.67 | | \$32.66 | | \$34.44 | | \$36.36 |
| W22-047 | 11 | \$25.53 | | \$27.34 | | \$29.11 | | \$30.96 | | \$32.66 | | \$34.44 | | \$36.36 |
| W22-048 | 13 | \$26.99 | | \$28.83 | | \$30.67 | | \$32.88 | | \$35.03 | | \$37.04 | | \$38.82 |
| W22-049 | 12 | \$27.69 | | \$29.61 | | \$31.52 | | \$33.16 | | \$35.38 | | \$37.35 | | \$39.48 |
| W22-050 | 14 | \$29.17 | | \$31.17 | | \$33.12 | | \$34.98 | | \$36.91 | | \$39.10 | | \$41.26 |
| W22-051 | P15 | \$35.49 | | \$37.67 | | \$39.83 | | \$41.80 | | \$43.73 | | \$46.20 | | \$48.31 |
| W22-052 | 11 | \$27.99 | | \$29.59 | | \$31.19 | | \$32.93 | | \$35.02 | | \$49.02 | | \$52.75 |
| W22-053 | P17 | \$53.68 | | \$56.91 | | \$60.15 | | \$63.66 | | \$67.27 | | \$71.17 | | \$75.29 |
| W22-054 | 18 | \$57.68 | | \$61.27 | | \$64.84 | | \$68.55 | | \$72.52 | | \$76.77 | | \$81.09 |

| Schedule and Grade | | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|-----------------------|-----|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | | | | | | | | | | | | | | |
| W22-055 | P17 | \$57.68 | | \$61.27 | | \$64.84 | | \$68.55 | | \$72.52 | | \$76.77 | | \$81.09 |
| W22-056 | 12 | \$22.97 | | \$24.55 | | \$26.16 | | \$28.06 | | \$29.86 | | \$31.76 | | \$33.52 |
| W22-057 | 12 | \$20.66 | | \$21.99 | | \$23.35 | | \$25.04 | | \$26.61 | | \$28.29 | | \$29.86 |
| W22-058 | 18 | \$61.27 | | \$65.18 | | \$69.07 | | \$72.94 | | \$77.63 | | \$82.32 | | \$85.44 |
| W22-059 | P11 | \$21.09 | | \$22.24 | | \$23.37 | | | | | | | | |
| W22-060 | 12 | \$23.46 | | \$25.04 | | \$26.61 | | \$28.31 | | \$30.12 | | \$31.76 | | \$33.80 |
| W22-061 | 13 | \$23.83 | | \$25.51 | | \$27.22 | | \$29.37 | | \$31.67 | | \$33.79 | | \$36.18 |
| W22-062 | 13 | \$24.27 | | \$25.89 | | \$27.46 | | \$29.13 | | \$30.96 | | \$32.58 | | \$34.67 |
| W22-063 | 12 | \$28.82 | | \$30.70 | | \$32.59 | | \$34.68 | | \$36.84 | | \$38.83 | | \$40.91 |
| W22-064 | 13 | \$30.60 | | \$32.34 | | \$34.06 | | \$36.14 | | \$38.12 | | \$40.19 | | \$42.34 |
| W22-070 | P11 | \$23.46 | | \$25.04 | | \$26.61 | | \$28.31 | | \$30.12 | | \$31.76 | | \$33.80 |
| W22-071 | 14 | \$26.53 | | \$28.23 | | \$29.94 | | \$32.32 | | \$34.86 | | \$37.29 | | \$39.59 |
| W22-072 | 15 | \$29.76 | | \$31.67 | | \$33.56 | | \$36.18 | | \$38.82 | | \$41.54 | | \$44.00 |
| W22-073 | 13 | \$25.51 | | \$27.06 | | \$28.55 | | \$30.39 | | \$32.31 | | \$34.26 | | \$36.18 |
| W22-074 | 10 | \$20.87 | | \$22.04 | | \$23.22 | | \$24.46 | | \$25.78 | | \$27.05 | | \$28.33 |
| W22-075 | 11 | \$20.85 | | \$21.99 | | \$23.15 | | \$24.71 | | \$26.35 | | \$27.96 | | \$29.62 |
| W22-076 | 11 | \$22.12 | | \$23.37 | | \$24.60 | | \$26.13 | | \$27.66 | | \$29.18 | | \$30.69 |
| W22-077 | 12 | \$23.55 | | \$24.91 | | \$26.22 | | \$27.96 | | \$29.70 | | \$31.51 | | \$33.36 |
| W22-078 | 13 | \$24.03 | | \$25.51 | | \$27.02 | | \$29.08 | | \$31.41 | | \$33.56 | | \$35.91 |
| W22-079 | 9B | \$19.47 | \$19.96 | \$20.46 | \$21.00 | \$21.41 | \$22.59 | \$23.35 | \$24.20 | | | | | |
| | 9M | \$20.13 | \$20.64 | \$21.15 | \$21.66 | \$22.31 | \$23.29 | \$24.11 | \$24.94 | | | | | |
| | 10B | \$18.65 | | \$19.83 | | \$21.00 | | \$21.99 | | \$23.16 | | \$24.19 | | \$25.42 |
| | 10M | \$20.00 | | \$21.00 | | \$21.99 | | \$23.35 | | \$24.40 | | \$25.65 | | \$26.84 |
| | 11B | \$20.00 | | \$21.00 | | \$21.99 | | \$23.35 | | \$24.40 | | \$25.65 | | \$26.84 |
| | 11M | \$21.05 | | \$22.31 | | \$23.57 | | \$24.86 | | \$26.11 | | \$27.34 | | \$28.83 |
| | | • | | • | | • | | • | | • | | • | | • |

| Schedule and Grade | | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|--------------------|-----|-------------|------------------|------------------|-------------------|-------------------|----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| W22-080 | 12B | \$21.05 | | \$22.31 | | \$23.57 | | \$24.86 | | \$26.11 | | \$27.34 | | \$28.83 |
| | 12M | \$22.08 | | \$23.57 | | \$25.04 | | \$26.84 | | \$28.57 | | \$30.41 | | \$32.03 |
| W22-081 | 14 | \$26.24 | | \$28.21 | | \$30.15 | | \$32.55 | | \$35.15 | | \$37.59 | | \$39.92 |
| W22-083 | 15A | \$31.46 | | \$33.31 | | \$35.29 | | \$37.37 | | \$39.58 | | \$41.91 | | \$44.37 |
| | 15B | \$33.77 | | \$35.76 | | \$37.87 | | \$40.10 | | \$42.47 | | \$44.97 | | \$47.62 |
| W22-084 | 13 | \$27.69 | | \$29.30 | | \$30.87 | | \$32.85 | | \$34.68 | | \$36.57 | | \$38.62 |
| W22-085 | 15 | \$31.46 | | \$33.31 | | \$35.29 | | \$37.37 | | \$39.58 | | \$41.91 | | \$44.37 |
| W22-086 | 9 | \$19.44 | \$19.96 | \$20.50 | \$21.01 | \$21.57 | \$22.67 | \$23.55 | \$24.39 | | | | | |
| | 10 | \$18.71 | | \$19.65 | | \$20.61 | | \$21.90 | | \$23.11 | | \$24.39 | | \$25.77 |
| | P11 | \$20.88 | | \$22.11 | | \$23.33 | | \$25.04 | | \$26.66 | | \$28.46 | | \$30.45 |
| W22-087 | 12 | \$22.49 | | \$23.79 | | \$25.04 | | \$26.98 | | \$28.75 | | \$30.73 | | \$32.88 |
| W22-088 | 9 | \$21.96 | | \$23.22 | | \$24.46 | | \$25.65 | | \$27.05 | | \$28.34 | | \$29.49 |
| | 10 | \$22.95 | | \$24.40 | | \$25.89 | | \$27.19 | | \$28.60 | | \$30.14 | | \$31.75 |
| | P11 | \$24.27 | | \$25.89 | | \$27.46 | | \$29.13 | | \$30.96 | | \$32.58 | | \$34.67 |
| W22-089 | 14 | \$23.58 | | \$25.26 | | \$26.94 | | \$29.04 | | \$31.31 | | \$33.43 | | \$35.78 |
| W41-001 | 8 | \$17.64 | \$18.02 | \$18.43 | \$18.86 | \$19.27 | \$19.69 | \$20.09 | \$20.68 | | \$21.14 | | \$21.68 | |
| W41-002 | 5 | \$15.31 | \$15.66 | \$16.01 | \$16.39 | \$16.66 | \$17.07 | \$17.29 | \$17.83 | | \$18.44 | | \$18.97 | |
| | 6 | \$16.47 | \$16.75 | \$17.07 | \$17.49 | \$17.83 | \$18.34 | \$18.62 | \$18.97 | | \$19.51 | | \$20.10 | |
| | E7 | \$17.46 | \$17.83 | \$18.23 | \$18.62 | \$18.97 | \$19.52 | \$19.96 | \$20.55 | | \$21.02 | | \$21.65 | |
| W41-003 | 6 | \$16.47 | \$16.75 | \$17.07 | \$17.49 | \$17.82 | \$18.33 | \$18.56 | \$18.97 | | \$19.51 | | \$20.09 | |
| | 7 | \$17.47 | \$17.82 | \$18.19 | \$18.56 | \$18.97 | \$19.51 | \$19.96 | \$20.57 | | \$21.02 | | \$21.68 | |
| | E8 | \$18.43 | \$18.86 | \$19.27 | \$19.69 | \$20.09 | \$20.57 | \$21.02 | \$21.47 | | \$22.16 | | \$22.71 | |
| W41-004 | 6 | \$16.47 | \$16.75 | \$17.07 | \$17.49 | \$17.83 | \$18.34 | \$18.62 | \$18.97 | | \$19.51 | | \$20.10 | |
| | E7 | \$17.46 | \$17.83 | \$18.23 | \$18.62 | \$18.97 | \$19.52 | \$19.96 | \$20.55 | | \$21.02 | | \$21.65 | |
| W41-005 | E7 | \$17.46 | \$17.83 | \$18.23 | \$18.62 | \$18.97 | \$19.52 | \$19.96 | \$20.55 | | \$21.02 | | \$21.65 | |

| Schedule and Grade | • | Base Min | End of 6 Mos. | End of 1 Year | End of 18 Mos. | End of 2 Years | End of 30 Mos. | End of 3 Years | End of 42 Mos. | End of 4 Years | End of 54 Mos. | End of 5 Years | End of 66 Mos. | End of 6 Years |
|--------------------|-----|-------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| W41-006 | 7 | \$17.46 | \$17.83 | \$18.23 | \$18.62 | \$18.97 | \$19.52 | \$19.96 | \$20.55 | | \$21.02 | | \$21.65 | |
| | E8 | \$18.43 | \$18.86 | \$19.27 | \$19.69 | \$20.10 | \$20.55 | \$21.02 | \$21.41 | | \$22.15 | | \$22.68 | |
| W41-007 | 7 | \$17.47 | \$17.82 | \$18.19 | \$18.56 | \$18.97 | \$19.51 | \$19.96 | \$20.57 | | \$21.02 | | \$21.68 | |
| | 8 | \$18.43 | \$18.86 | \$19.27 | \$19.69 | \$20.09 | \$20.57 | \$21.02 | \$21.47 | | \$22.16 | | \$22.71 | |
| | E9 | \$18.41 | | \$19.10 | | \$19.80 | | \$20.85 | | \$21.78 | | \$23.01 | | \$23.98 |
| W41-008 | E8 | \$18.43 | \$18.86 | \$19.27 | \$19.69 | \$20.10 | \$20.55 | \$21.02 | \$21.41 | | \$22.15 | | \$22.68 | |
| W41-009 | 8 | \$18.43 | \$18.86 | \$19.27 | \$19.69 | \$20.10 | \$20.55 | \$21.02 | \$21.41 | | \$22.15 | | \$22.68 | |
| W41-010 | 8 | \$18.43 | \$18.86 | \$19.27 | \$19.69 | \$20.09 | \$20.57 | \$21.02 | \$21.47 | | \$22.16 | | \$22.71 | |
| | 9 | \$18.41 | | \$19.10 | | \$19.80 | | \$20.85 | | \$21.78 | | \$23.01 | | \$23.98 |
| | E10 | \$19.94 | | \$20.85 | | \$21.78 | | \$23.01 | | \$24.27 | | \$25.45 | | \$26.71 |
| W41-011 | 9 | \$18.42 | | \$19.27 | | \$20.10 | | \$21.02 | | \$21.97 | | \$23.00 | | \$24.21 |
| W41-012 | 10 | \$18.75 | | \$19.80 | | \$20.85 | | \$21.80 | | \$22.88 | | \$23.98 | | \$25.14 |
| W41-013 | E10 | \$18.75 | | \$19.80 | | \$20.85 | | \$21.80 | | \$22.88 | | \$23.98 | | \$25.14 |
| W41-014 | 10 | \$19.94 | | \$20.85 | | \$21.78 | | \$23.01 | | \$24.27 | | \$25.45 | | \$26.71 |
| W41-015 | 8 | \$17.70 | \$18.08 | \$18.47 | \$18.94 | \$19.36 | \$19.78 | \$20.23 | \$20.87 | | \$21.36 | | \$21.87 | |
| | 9 | \$17.43 | | \$18.39 | | \$19.36 | | \$20.23 | | \$21.22 | | \$22.46 | | \$23.42 |
| | E10 | \$17.97 | | \$19.03 | | \$20.10 | | \$21.03 | | \$22.07 | | \$23.17 | | \$24.42 |
| W41-016 | 11 | \$19.16 | | \$20.10 | | \$21.03 | | \$22.24 | | \$23.42 | | \$24.60 | | \$25.95 |
| W41-017 | 10 | \$21.08 | | \$22.16 | | \$23.25 | | \$24.60 | | \$25.63 | | \$27.02 | | \$28.17 |
| | E11 | \$22.23 | | \$23.41 | | \$24.60 | | \$25.86 | | \$27.18 | | \$28.34 | | \$29.86 |
| W41-018 | 9 | \$19.05 | \$19.51 | \$19.96 | \$20.39 | \$20.68 | \$21.14 | \$21.68 | \$22.16 | | \$22.88 | | \$23.41 | |
| | E10 | \$20.06 | | \$21.02 | | \$21.99 | | \$23.01 | | \$24.27 | | \$25.31 | | \$26.54 |
| W41-019 | 11 | \$22.67 | | \$23.97 | | \$25.29 | | \$26.55 | | \$28.20 | | \$29.72 | | \$31.38 |
| W41-020 | 7 | \$18.15 | | \$18.95 | | \$19.76 | | \$20.67 | | \$21.70 | | \$22.84 | | \$23.90 |
| W41-021 | 5 | \$17.67 | \$18.08 | \$18.50 | \$18.88 | \$19.32 | \$19.85 | \$20.21 | \$20.80 | | \$21.37 | | \$21.97 | |

| Schedule | | Base | End of |
|-----------|----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| and Grade | е | Min | 6 Mos. | 1 Year | 18 Mos. | 2 Years | 30 Mos. | 3 Years | 42 Mos. | 4 Years | 54 Mos. | 5 Years | 66 Mos. | 6 Years |
| W41-022 | 7 | \$17.38 | | \$18.19 | | \$19.00 | | \$19.94 | | \$20.95 | | \$22.02 | | \$23.10 |
| W41-023 | 8 | \$18.05 | | \$18.89 | | \$19.74 | | \$20.80 | | \$21.88 | | \$23.01 | | \$24.28 |
| W41-024 | 6 | \$18.13 | \$18.50 | \$18.89 | \$19.32 | \$19.64 | \$20.17 | \$20.52 | \$21.05 | | \$21.65 | | \$22.14 | |
| W41-025 | 9 | \$17.65 | | \$18.30 | | \$18.96 | | \$20.06 | | \$20.95 | | \$22.15 | | \$23.09 |
| W41-026 | 6 | \$16.46 | \$16.74 | \$17.06 | \$17.44 | \$17.80 | \$18.32 | \$18.59 | \$18.95 | | \$19.48 | | \$20.10 | |
| | 7 | \$17.39 | \$17.80 | \$18.21 | \$18.59 | \$18.95 | \$19.49 | \$19.95 | \$20.52 | | \$21.00 | | \$21.65 | |
| | E8 | \$18.41 | \$18.83 | \$19.25 | \$19.65 | \$20.09 | \$20.52 | \$21.00 | \$21.39 | | \$22.13 | | \$22.68 | |

SALARY SCHEDULE FOR SCHOOL TEACHER-E (P11)

| | BASE | YEAR 1 | YEAR 2 | YEAR 3 | YEAR 4 | YEAR 5 | YEAR 6 | YEAR 7 | YEAR 8 | YEAR 9 | YEAR 10 | YEAR 11 | YEAR 12 |
|---------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| EARNED | A52 | \$44,307.36 | \$46,645.92 | \$48,942.72 | \$51,845.04 | \$54,622.08 | \$57,440.88 | \$59,695.92 | \$62,159.76 | \$64,748.88 | \$67,066.56 | \$69,238.08 | \$72,390.96 |
| BACHELOR'S | A46 | \$39,044.80 | \$41,105.60 | \$43,129.60 | \$45,687.20 | \$48,134.40 | \$50,618.40 | \$52,605.60 | \$54,776.80 | \$57,058.40 | \$59,100.80 | \$61,014.40 | \$63,792.80 |
| DEGREE | A42 | \$35,649.60 | \$37,531.20 | \$39,379.20 | \$41,714.40 | \$43,948.80 | \$46,216.80 | \$48,031.20 | \$50,013.60 | \$52,096.80 | \$53,961.60 | \$55,708.80 | \$58,245.60 |
| W22-065 (11A) | Н | \$21.22 | \$22.34 | \$23.44 | \$24.83 | \$26.16 | \$27.51 | \$28.59 | \$29.77 | \$31.01 | \$32.12 | \$33.16 | \$34.67 |
| | | | | | | | | | | | | | |
| EARNED | A52 | \$46,228.32 | \$48,754.80 | \$51,260.40 | \$54,162.72 | \$56,939.76 | \$60,092.64 | \$62,723.52 | \$65,062.08 | \$67,651.20 | \$70,156.80 | \$72,829.44 | \$75,857.04 |
| MASTER'S | A46 | \$40,737.60 | \$42,964.00 | \$45,172.00 | \$47,729.60 | \$50,176.80 | \$52,955.20 | \$55,273.60 | \$57,334.40 | \$59,616.00 | \$61,824.00 | \$64,179.20 | \$66,847.20 |
| DEGREE | A42 | \$37,195.20 | \$39,228.00 | \$41,244.00 | \$43,579.20 | \$45,813.60 | \$48,350.40 | \$50,467.20 | \$52,348.80 | \$54,432.00 | \$56,448.00 | \$58,598.40 | \$61,034.40 |
| W22-065 (11B) | Н | \$22.14 | \$23.35 | \$24.55 | \$25.94 | \$27.27 | \$28.78 | \$30.04 | \$31.16 | \$32.40 | \$33.60 | \$34.88 | \$36.33 |
| | | | | | | | | | | | | | |
| MASTER'S | A52 | \$47,669.04 | \$50,362.56 | \$53,118.72 | \$55,916.64 | \$58,944.24 | \$61,971.84 | \$64,665.36 | \$67,129.20 | \$69,613.92 | \$71,681.04 | \$74,854.80 | \$78,091.20 |
| PLUS 30 | A46 | \$42,007.20 | \$44,380.80 | \$46,809.60 | \$49,275.20 | \$51,943.20 | \$54,611.20 | \$56,984.80 | \$59,156.00 | \$61,345.60 | \$63,167.20 | \$65,964.00 | \$68,816.00 |
| SEM HRS | A42 | \$38,354.40 | \$40,521.60 | \$42,739.20 | \$44,990.40 | \$47,426.40 | \$49,862.40 | \$52,029.60 | \$54,012.00 | \$56,011.20 | \$57,674.40 | \$60,228.00 | \$62,832.00 |
| W22-065 (11C) | Н | \$22.83 | \$24.12 | \$25.44 | \$26.78 | \$28.23 | \$29.68 | \$30.97 | \$32.15 | \$33.34 | \$34.33 | \$35.85 | \$37.40 |

A52: 52 Week Schedule A46: 46 Week Schedule A42: 42 Week Schedule

SALARY SCHEDULE FOR SPECIAL EDUCATION TEACHER-E (P11)

| | BASE | YEAR 1 | YEAR 2 | YEAR 3 | YEAR 4 | YEAR 5 | YEAR 6 | YEAR 7 | YEAR 8 | YEAR 9 | YEAR 10 | YEAR 11 | YEAR 12 |
|---------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| EARNED | A52 | \$45,309.60 | \$47,856.96 | \$50,362.56 | \$53,202.24 | \$56,041.92 | \$58,944.24 | \$61,387.20 | \$63,704.88 | \$65,980.80 | \$68,486.40 | \$70,741.44 | \$73,769.04 |
| BACHELOR'S | A46 | \$39,928.00 | \$42,172.80 | \$44,380.80 | \$46,883.20 | \$49,385.60 | \$51,943.20 | \$54,096.00 | \$56,138.40 | \$58,144.00 | \$60,352.00 | \$62,339.20 | \$65,007.20 |
| DEGREE | A42 | \$36,456.00 | \$38,505.60 | \$40,521.60 | \$42,806.40 | \$45,091.20 | \$47,426.40 | \$49,392.00 | \$51,256.80 | \$53,088.00 | \$55,104.00 | \$56,918.40 | \$59,354.40 |
| W22-066 (11A) | Н | \$21.70 | \$22.92 | \$24.12 | \$25.48 | \$26.84 | \$28.23 | \$29.40 | \$30.51 | \$31.60 | \$32.80 | \$33.88 | \$35.33 |
| | | | | | | | | | | | | | |
| EARNED | A52 | \$47,669.04 | \$50,362.56 | \$53,118.72 | \$55,916.64 | \$58,944.24 | \$61,971.84 | \$64,665.36 | \$67,129.20 | \$69,613.92 | \$72,119.52 | \$74,854.80 | \$78,091.20 |
| MASTER'S | A46 | \$42,007.20 | \$44,380.80 | \$46,809.60 | \$49,275.20 | \$51,943.20 | \$54,611.20 | \$56,984.80 | \$59,156.00 | \$61,345.60 | \$63,553.60 | \$65,964.00 | \$68,816.00 |
| DEGREE | A42 | \$38,354.40 | \$40,521.60 | \$42,739.20 | \$44,990.40 | \$47,426.40 | \$49,862.40 | \$52,029.60 | \$54,012.00 | \$56,011.20 | \$58,027.20 | \$60,228.00 | \$62,832.00 |
| W22-066 (11B) | Н | \$22.83 | \$24.12 | \$25.44 | \$26.78 | \$28.23 | \$29.68 | \$30.97 | \$32.15 | \$33.34 | \$34.54 | \$35.85 | \$37.40 |
| | | | | | | | | | | | | | |
| MASTER'S | A52 | \$49,527.36 | \$52,200.00 | \$54,935.28 | \$57,795.84 | \$60,823.44 | \$63,809.28 | \$66,461.04 | \$68,987.52 | \$71,660.16 | \$74,040.48 | \$76,796.64 | \$80,033.04 |
| PLUS 30 | A46 | \$43,644.80 | \$46,000.00 | \$48,410.40 | \$50,931.20 | \$53,599.20 | \$56,230.40 | \$58,567.20 | \$60,793.60 | \$63,148.80 | \$65,246.40 | \$67,675.20 | \$70,527.20 |
| SEM HRS | A42 | \$39,849.60 | \$42,000.00 | \$44,200.80 | \$46,502.40 | \$48,938.40 | \$51,340.80 | \$53,474.40 | \$55,507.20 | \$57,657.60 | \$59,572.80 | \$61,790.40 | \$64,394.40 |
| W22-066 (11C) | Н | \$23.72 | \$25.00 | \$26.31 | \$27.68 | \$29.13 | \$30.56 | \$31.83 | \$33.04 | \$34.32 | \$35.46 | \$36.78 | \$38.33 |

A52: 52 Week Schedule A46: 46 Week Schedule A42: 42 Week Schedule

SALARY SCHEDULE FOR SPL EDUC TCHR HEARING IPRD-E (12)

| | BASE | YEAR 1 | YEAR 2 | YEAR 3 | YEAR 4 | YEAR 5 | YEAR 6 | YEAR 7 | YEAR 8 | YEAR 9 | YEAR 10 | YEAR 11 | YEAR 12 |
|---------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| MASTER'S | A52 | \$47,418.48 | \$50,049.36 | \$52,722.00 | \$55,645.20 | \$58,631.04 | \$61,700.40 | \$64,206.00 | \$66,628.08 | \$69,050.16 | \$71,681.04 | \$74,061.36 | \$77,235.12 |
| PLUS 30 | A46 | \$41,786.40 | \$44,104.80 | \$46,460.00 | \$49,036.00 | \$51,667.20 | \$54,372.00 | \$56,580.00 | \$58,714.40 | \$60,848.80 | \$63,167.20 | \$65,264.80 | \$68,061.60 |
| SEM HRS | A42 | \$38,152.80 | \$40,269.60 | \$42,420.00 | \$44,772.00 | \$47,174.40 | \$49,644.00 | \$51,660.00 | \$53,608.80 | \$55,557.60 | \$57,674.40 | \$59,589.60 | \$62,143.20 |
| W22-082 (12A) | Н | \$22.71 | \$23.97 | \$25.25 | \$26.65 | \$28.08 | \$29.55 | \$30.75 | \$31.91 | \$33.07 | \$34.33 | \$35.47 | \$36.99 |
| | | | | | | | | | | | | | |
| MASTER'S | A52 | \$49,882.32 | \$52,742.88 | \$55,582.56 | \$58,568.40 | \$61,721.28 | \$64,895.04 | \$67,692.96 | \$70,261.20 | \$72,850.32 | \$75,439.44 | \$78,362.64 | \$81,745.20 |
| PLUS 30 | A46 | \$43,957.60 | \$46,478.40 | \$48,980.80 | \$51,612.00 | \$54,390.40 | \$57,187.20 | \$59,652.80 | \$61,916.00 | \$64,197.60 | \$66,479.20 | \$69,055.20 | \$72,036.00 |
| SEM HRS | A42 | \$40,135.20 | \$42,436.80 | \$44,721.60 | \$47,124.00 | \$49,660.80 | \$52,214.40 | \$54,465.60 | \$56,532.00 | \$58,615.20 | \$60,698.40 | \$63,050.40 | \$65,772.00 |
| W22-082 (12B) | Н | \$23.89 | \$25.26 | \$26.62 | \$28.05 | \$29.56 | \$31.08 | \$32.42 | \$33.65 | \$34.89 | \$36.13 | \$37.53 | \$39.15 |
| | | | | | | | | | | | | | |
| MASTER'S | A52 | \$51,803.28 | \$54,622.08 | \$57,461.76 | \$60,531.12 | \$63,642.24 | \$66,753.36 | \$69,572.16 | \$72,203.04 | \$75,000.96 | \$77,485.68 | \$80,367.12 | \$83,791.44 |
| PLUS 30 | A46 | \$45,650.40 | \$48,134.40 | \$50,636.80 | \$53,341.60 | \$56,083.20 | \$58,824.80 | \$61,308.80 | \$63,627.20 | \$66,092.80 | \$68,282.40 | \$70,821.60 | \$73,839.20 |
| SEM HRS | A42 | \$41,680.80 | \$43,948.80 | \$46,233.60 | \$48,703.20 | \$51,206.40 | \$53,709.60 | \$55,977.60 | \$58,094.40 | \$60,345.60 | \$62,344.80 | \$64,663.20 | \$67,418.40 |
| W22-082 (12C) | Н | \$24.81 | \$26.16 | \$27.52 | \$28.99 | \$30.48 | \$31.97 | \$33.32 | \$34.58 | \$35.92 | \$37.11 | \$38.49 | \$40.13 |

A52: 52 Week Schedule A46: 46 Week Schedule A42: 42 Week Schedule

SALARY SCHEDULE FOR TRADES INSTRUCTOR-E (P11)

| | BASE | YEAR 1 | YEAR 2 | YEAR 3 | YEAR 4 | YEAR 5 | YEAR 6 | YEAR 7 | YEAR 8 | YEAR 9 | YEAR 10 | YEAR 11 | YEAR 12 |
|---------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| NON DEGREE | A52 | \$42,845.76 | \$45,079.92 | \$47,314.08 | \$49,903.20 | \$52,784.64 | \$55,499.04 | \$57,879.36 | \$60,259.68 | \$62,848.80 | \$65,103.84 | \$67,484.16 | \$70,490.88 |
| & VOC CERT | A46 | \$37,756.80 | \$39,725.60 | \$41,694.40 | \$43,976.00 | \$46,515.20 | \$48,907.20 | \$51,004.80 | \$53,102.40 | \$55,384.00 | \$57,371.20 | \$59,468.80 | \$62,118.40 |
| W22-067 (11A) | Н | \$20.52 | \$21.59 | \$22.66 | \$23.90 | \$25.28 | \$26.58 | \$27.72 | \$28.86 | \$30.10 | \$31.18 | \$32.32 | \$33.76 |
| | | | | | | | | | | | | | |
| 60 SEM HRS | A52 | \$43,513.92 | \$46,019.52 | \$48,546.00 | \$51,239.52 | \$54,183.60 | \$56,981.52 | \$59,299.20 | \$61,449.84 | \$64,185.12 | \$66,502.80 | \$68,841.36 | \$71,910.72 |
| & VOC CERT | A46 | \$38,345.60 | \$40,553.60 | \$42,780.00 | \$45,153.60 | \$47,748.00 | \$50,213.60 | \$52,256.00 | \$54,151.20 | \$56,561.60 | \$58,604.00 | \$60,664.80 | \$63,369.60 |
| W22-067 (11B) | Н | \$20.84 | \$22.04 | \$23.25 | \$24.54 | \$25.95 | \$27.29 | \$28.40 | \$29.43 | \$30.74 | \$31.85 | \$32.97 | \$34.44 |
| | | | | | | | | | | | | | |
| EARNED BACH | A52 | \$44,912.88 | \$47,439.36 | \$49,903.20 | \$52,722.00 | \$55,561.68 | \$58,422.24 | \$60,802.56 | \$63,120.24 | \$65,542.32 | \$67,985.28 | \$70,261.20 | \$73,142.64 |
| DEGREE | A46 | \$39,578.40 | \$41,804.80 | \$43,976.00 | \$46,460.00 | \$48,962.40 | \$51,483.20 | \$53,580.80 | \$55,623.20 | \$57,757.60 | \$59,910.40 | \$61,916.00 | \$64,455.20 |
| & VOC CERT | Н | \$21.51 | \$22.72 | \$23.90 | \$25.25 | \$26.61 | \$27.98 | \$29.12 | \$30.23 | \$31.39 | \$32.56 | \$33.65 | \$35.03 |
| W22-067 (11C) | | | | | | | | | | | | | |
| EARNED MAST | A52 | \$47.334.96 | \$49.903.20 | \$52,492.32 | \$55,499.04 | \$58.422.24 | \$61.575.12 | \$64.122.48 | \$66.586.32 | \$69.091.92 | \$71.681.04 | \$74.478.96 | \$77.548.32 |
| DEGREE | A46 | | | \$46,257.60 | | | | | | | | | |
| & VOC CERT | Н | \$22.67 | \$23.90 | \$25.14 | \$26.58 | \$27.98 | \$29.49 | \$30.71 | \$31.89 | \$33.09 | \$34.33 | \$35.67 | \$37.14 |
| W22-067 (11D) | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| EARNED MAST | A52 | \$48,692.16 | \$51,594.48 | \$54,496.80 | \$57,336.48 | \$60,405.84 | \$63,224.64 | \$66,001.68 | \$68,507.28 | \$71,200.80 | \$73,643.76 | \$76,274.64 | \$79,531.92 |
| & 30 SEM HRS | A46 | \$42,908.80 | \$45,466.40 | \$48,024.00 | \$50,526.40 | \$53,231.20 | \$55,715.20 | \$58,162.40 | \$60,370.40 | \$62,744.00 | \$64,896.80 | \$67,215.20 | \$70,085.60 |
| & VOC CERT | Н | \$23.32 | \$24.71 | \$26.10 | \$27.46 | \$28.93 | \$30.28 | \$31.61 | \$32.81 | \$34.10 | \$35.27 | \$36.53 | \$38.09 |
| W22-067 (11E) | | | | | | | | | | | | | |

SALARY SCHEDULE FOR TRADES INSTRUCTOR-A (12)

| | BASE | YEAR 1 | YEAR 2 | YEAR 3 | YEAR 4 | YEAR 5 | YEAR 6 | YEAR 7 | YEAR 8 | YEAR 9 | YEAR 10 | YEAR 11 | YEAR 12 |
|---------------|------|--------------------|--------------------|--------------------|--------------------|---------------------|-------------------|-------------|-----------------------------|-------------|-------------|-----------------------------|-------------|
| NON DEGREE | A52 | \$45,267.84 | \$47,669.04 | \$50,070.24 | \$52,889.04 | \$55,686.96 | \$58,568.40 | \$60,865.20 | \$63,224.64 | \$65,813.76 | \$68,214.96 | \$70,470.00 | \$73,476.72 |
| & VOC CERT | A46 | \$39,891.20 | \$42,007.20 | \$44,123.20 | \$46,607.20 | \$49,072.80 | \$51,612.00 | \$53,636.00 | \$55,715.20 | \$57,996.80 | \$60,112.80 | \$62,100.00 | \$64,749.60 |
| W22-068 (12A) | Н | \$21.68 | \$22.83 | \$23.98 | \$25.33 | \$26.67 | \$28.05 | \$29.15 | \$30.28 | \$31.52 | \$32.67 | \$33.75 | \$35.19 |
| | | | | | | | | | | | | | |
| 60 SEM HRS | A52 | \$46,353.60 | \$48,880.08 | \$51,448.32 | \$54,350.64 | \$57,085.92 | \$59,967.36 | \$62,180.64 | \$64,769.76 | \$67,191.84 | \$69,530.40 | \$71,931.60 | \$74,917.44 |
| & VOC CERT | A46 | \$40,848.00 | \$43,074.40 | \$45,337.60 | \$47,895.20 | \$50,305.60 | \$52,844.80 | \$54,795.20 | \$57,076.80 | \$59,211.20 | \$61,272.00 | \$63,388.00 | \$66,019.20 |
| W22-068 (12B) | Н | \$22.20 | \$23.41 | \$24.64 | \$26.03 | \$27.34 | \$28.72 | \$29.78 | \$31.02 | \$32.18 | \$33.30 | \$34.45 | \$35.88 |
| | | | | | | | | | | | | | |
| EARNED BACH | A52 | \$47,543.76 | \$50,174.64 | \$52,847.28 | \$55,645.20 | \$58,568.40 | \$61,512.48 | \$63,934.56 | \$66,043.44 | \$68,507.28 | \$70,971.12 | \$73,267.92 | \$76,274.64 |
| DEGREE | A46 | \$41,896.80 | \$44,215.20 | \$46,570.40 | \$49,036.00 | \$51,612.00 | \$54,206.40 | \$56,340.80 | \$58,199.20 | \$60,370.40 | \$62,541.60 | \$64,565.60 | \$67,215.20 |
| & VOC CERT | Н | \$22.77 | \$24.03 | \$25.31 | \$26.65 | \$28.05 | \$29.46 | \$30.62 | \$31.63 | \$32.81 | \$33.99 | \$35.09 | \$36.53 |
| W22-068 (12C) | | | | | | | | | | | | | |
| EARNED MAST | A52 | \$49,903.20 | \$52,722.00 | \$55,499.04 | \$58,422.24 | \$61,512.48 | \$64,540.08 | \$67,129.20 | \$69,572.16 | \$72,182.16 | \$74,792.16 | \$77,318.64 | \$80,659.44 |
| DEGREE | A46 | \$43,976.00 | \$46,460.00 | \$48,907.20 | \$51,483.20 | \$54,206.40 | \$56,874.40 | \$59,156.00 | \$61,308.80 | \$63,608.80 | \$65,908.80 | \$68,135.20 | \$71,079.20 |
| & VOC CERT | Н | \$23.90 | \$25.25 | \$26.58 | \$27.98 | \$29.46 | \$30.91 | \$32.15 | \$33.32 | \$34.57 | \$35.82 | \$37.03 | \$38.63 |
| W22-068 (12D) | | | | | | | | | | | | | |
| | ۸۶۵ | \$54.657.40 | \$54.406.90 | \$57.006.40 | \$60.384.06 | \$62,007,00 | Pee 224 26 | ¢60,000,40 | Ф 7 4 БО 7 БО | Ф74 O4O 4O | Ф76 6E0 49 | Ф 7 0 040 7 0 | ¢00 604 00 |
| EARNED MAST | A52 | | | \$57,336.48 | | | | | | | | | |
| & 30 SEM HRS | A46 | | | \$50,526.40 | | | | | | | | | |
| & VOC CERT | Н | \$24.74 | \$26.10 | \$27.46 | \$28.92 | \$30.31 | \$31.72 | \$33.05 | \$34.29 | \$35.46 | \$36.71 | \$37.94 | \$39.56 |
| W22-068 (12E) | | | | | | | | | | | | | |

SALARY SCHEDULE FOR TRADES INSTRUCTOR-A (12)

| | BASE | YEAR 1 | YEAR 2 | YEAR 3 | YEAR 4 | YEAR 5 | YEAR 6 | YEAR 7 | YEAR 8 | YEAR 9 | YEAR 10 | YEAR 11 | YEAR 12 |
|-------------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| NON DEGREE | A52 | \$43,409.52 | \$45,789.84 | \$48,170.16 | \$50,801.04 | \$53,515.44 | \$56,334.24 | \$58,568.40 | \$60,802.56 | \$63,224.64 | \$65,604.96 | \$67,713.84 | \$70,657.92 |
| & VOC CERT | A46 | \$38,253.60 | \$40,351.20 | \$42,448.80 | \$44,767.20 | \$47,159.20 | \$49,643.20 | \$51,612.00 | \$53,580.80 | \$55,715.20 | \$57,812.80 | \$59,671.20 | \$62,265.60 |
| NERE-222 (12A) | Н | \$20.79 | \$21.93 | \$23.07 | \$24.33 | \$25.63 | \$26.98 | \$28.05 | \$29.12 | \$30.28 | \$31.42 | \$32.43 | \$33.84 |
| 60 SEM HRS | A52 | \$44,432.64 | \$46,980.00 | \$49,590.00 | \$52,220.88 | \$54,872.64 | \$57,628.80 | \$59,758.56 | \$62,159.76 | \$64,602.72 | \$66,836.88 | \$69,091.92 | \$72,098.64 |
| & VOC CERT | A46 | \$39,155.20 | \$41,400.00 | \$43,700.00 | \$46,018.40 | \$48,355.20 | \$50,784.00 | \$52,660.80 | \$54,776.80 | \$56,929.60 | \$58,898.40 | \$60,885.60 | \$63,535.20 |
| NERE-222 (12B) | Н | \$21.28 | \$22.50 | \$23.75 | \$25.01 | \$26.28 | \$27.60 | \$28.62 | \$29.77 | \$30.94 | \$32.01 | \$33.09 | \$34.53 |

SALARY SCHEDULE FOR BLIND REHAB INSTRUCTOR E (P11)

| | BASE | YEAR 1 | YEAR 2 | YEAR 3 | YEAR 4 | YEAR 5 | YEAR 6 | YEAR 7 | YEAR 8 | YEAR 9 | YEAR 10 | YEAR 11 | YEAR 12 |
|---------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| EARNED | A52 | \$44,912.88 | \$47,439.36 | \$49,903.20 | \$52,722.00 | \$55,561.68 | \$58,422.24 | \$60,802.56 | \$63,120.24 | \$65,542.32 | \$67,985.28 | \$70,261.20 | \$73,142.64 |
| BACHELOR'S | A46 | \$39,578.40 | \$41,804.80 | \$43,976.00 | \$46,460.00 | \$48,962.40 | \$51,483.20 | \$53,580.80 | \$55,623.20 | \$57,757.60 | \$59,910.40 | \$61,916.00 | \$64,455.20 |
| DEGREE | Н | \$21.51 | \$22.72 | \$23.90 | \$25.25 | \$26.61 | \$27.98 | \$29.12 | \$30.23 | \$31.39 | \$32.56 | \$33.65 | \$35.03 |
| W22-069 (11A) | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| EARNED | A52 | \$47,334.96 | \$49,903.20 | \$52,492.32 | \$55,499.04 | \$58,422.24 | \$61,575.12 | \$64,122.48 | \$66,586.32 | \$69,091.92 | \$71,681.04 | \$74,478.96 | \$77,548.32 |
| MASTER'S | A46 | \$41,712.80 | \$43,976.00 | \$46,257.60 | \$48,907.20 | \$51,483.20 | \$54,261.60 | \$56,506.40 | \$58,677.60 | \$60,885.60 | \$63,167.20 | \$65,632.80 | \$68,337.60 |
| DEGREE | Н | \$22.67 | \$23.90 | \$25.14 | \$26.58 | \$27.98 | \$29.49 | \$30.71 | \$31.89 | \$33.09 | \$34.33 | \$35.67 | \$37.14 |
| W22-069 (11B) | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| MASTER'S | A52 | \$48,692.16 | \$51,594.48 | \$54,496.80 | \$57,336.48 | \$60,405.84 | \$63,224.64 | \$66,001.68 | \$68,507.28 | \$71,200.80 | \$73,643.76 | \$76,274.64 | \$79,531.92 |
| PLUS 30 | A46 | \$42,908.80 | \$45,466.40 | \$48,024.00 | \$50,526.40 | \$53,231.20 | \$55,715.20 | \$58,162.40 | \$60,370.40 | \$62,744.00 | \$64,896.80 | \$67,215.20 | \$70,085.60 |
| SEM HRS | Н | \$23.32 | \$24.71 | \$26.10 | \$27.46 | \$28.93 | \$30.28 | \$31.61 | \$32.81 | \$34.10 | \$35.27 | \$36.53 | \$38.09 |
| W22-069 (11C) | | | | | | | | | | | | | |